

# THE ELECTRICAL WORKER

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# STATE of the WORKER

**F**amily-wage jobs. Safe workplaces. Retirement security. Tax fairness. Quality, affordable health care. A voice at work.

In these days following President Donald Trump's Jan. 30 State of the Union address, the state of America's working families is in danger.

Pay hasn't kept up with inflation. Rules protecting health and safety on the job are being rolled back daily. The new federal tax law is even more generous to the rich than the original, unpopular proposals, and expiring middle class tax cuts set a financial time bomb for working Americans. Banking laws and consumer protections are being shredded, threatening workers' retirement savings and their dreams for the future.

## A YEAR UNDER FIRE



Collective bargaining still protects union members' wages and benefits, but even the strongest contracts can't fend off the torrent of political attacks on workers' rights, safety and livelihoods.

And most employees have no union armor at all. Companies determined to keep it that way are spending wild sums to derail organizing drives, abetted by GOP lawmakers and brazen anti-labor political appointees who can't make worker protections disappear fast enough.

In such a climate, it's little wonder that 61 percent of Americans polled in August 2017 told Gallup that they approve of unions — the highest pro-labor sentiment in 15 years.

And there's the silver lining: the surging backlash against politicians who are hurting American

workers and their families. It's people marching in the streets; millennials joining and organizing unions; voters electing worker-friendly candidates to city councils and state assemblies, even a historic win in Alabama that conventional wisdom said was impossible.

"This victory proves working people are a powerful political force, even in states where most people count us out," AFL-CIO President Richard Trumka said after the Dec. 12 special election that sent Democrat Doug Jones to the U.S. Senate. "Working people are tired of the status quo, and Alabama proved that we have the power to change it and improve the lives of everyone. This is only the beginning of a potent movement to win back the freedoms of workers in America."

State of the Worker is an overview of the battles unions and our allies are fighting, and some will sound familiar. Many issues are back on the front burner after seemingly being resolved during the Obama years — new policies, rules and laws protecting your wages, retirement, job safety and more. Now they're being undone at a rapid pace by executive orders from the White House and decisions by

STATE OF THE WORKER continued on page 9



# IBEW Volunteers Begin Slow Work of Rebuilding Puerto Rico

New York Local 3 member Lou Alvarez has seen devastation before, but nothing prepared him for what he saw when he arrived in San Juan, Puerto Rico, leading the first group of IBEW volunteers to arrive after Hurricane Maria made landfall two weeks before.

"The destruction was unbelievable, horrible," Alvarez said.

Huge wooden poles were snapped like toothpicks. Concrete and steel utility poles were ripped out of the ground, foundations still attached. Not one or two at a time either, he said. Everywhere, nearly a dozen at a time.

"I know what it takes to get things built and what it takes to destroy them. I haven't had this feeling of destruction since 9/11, but this was everywhere, for miles and miles," he said.

When a call went out from the AFL-CIO for union volunteers to rebuild Puerto Rico, hundreds of IBEW members from around the country answered. The first group of 15 volunteers from New York Local 3 arrived Oct. 4 after Hurricane Maria pounded the island, shattering its already ailing electrical infrastructure.

Alvarez, a journeyman inside wireman and Local 3 executive board member, was chosen by Local 3 Business Manager Christopher Erikson, who is also International Executive Council Chairman, and Business Representative Benjamin Arana to be the group's leader.

Two days later, they were joined by a crew of 12 volunteers, two from Orlando, Fla., Local 222, one from

Las Vegas Local 357, seven from Miami Local 349 and two from Atlanta Local 613, led by Local 349 member Sergio Mayor.

A second group of Local 3 volunteers arrived five days after Mayor's crew.

Alvarez's crew drew heavily from members of the Santiago Iglesias Educational Society, a Local 3 Latino club. But the group included men and women with roots from across Central and South America to Italy and Ireland.

The average age was near 45, Alvarez said, but there was a wireman with only two years as a journeyman and another with more than 30.

"They were chosen because they were eager to go and could arrange it with only three days' notice," Alvarez said. "We had enough volunteers to send four more planes."

They flew on a donated United Airlines flight with 330 union volunteers, including members of the building trades council and dozens of nurses.

After arriving, they dropped their gear at a basketball arena in San Juan that Mayor quickly converted into a makeshift work camp, setting up rows of cots in a



Volunteers repairing the HVAC system on the roof of San Juan Municipal hospital (top); Local 3 members Kevin and Patrick Glennon repairing the roof of an elderly couple (left), and a celebration the night before the first group returned home.

room behind the bleachers.

Alvarez and Mayor coordinated their work each morning with AFL-CIO group leaders and local political leaders in San Juan, Bayamon, Caimito and Levittown.

"We offered our services, said we were there to do whatever would help," Alvarez said. "And they were happy to send us out."

They did a little bit of everything, from repairing roofs to wiring generators.

At the San Juan Municipal Hospital, an antenna array smashed one of the chillers on the roof, leaving doctors and patients without air conditioning, Alvarez said. "It was more like body and fender work than electrical work — which was pretty shoddy to begin with — so we straightened it all out and got it up and running again."

They installed a fence at the Boys



## IBEW Volunteers

New York Local 3		Atlanta Local 613	Miami Local 349
Louis Alvarez	Frederick Torres	James Tidmore	Luis Rodriguez
Jason Rivera	Richard Ruiz	Jimmy Headen	Ariel Penuela
Len Copicotto	Dan Nguyen		Joe Amezola
Emanuel Yllescas	Lina Lopez	<b>Orlando, Fla., Local 222</b>	Rodolfo Porro
Edwin Napoleoni	Joseph Ruffano	Nelson Giboyeaux	Pierre Luckson
Francisco Bueso	James Andino	Larry Hicks	Sergio Mayor
Marc Estrada	Armando Alzaga		
Kevin Glennon	Cosmo Soltren Jr.	<b>Las Vegas Local 357</b>	
Patrick Glennon	Anthony Rodriguez	Jorge Chavez	
Antonio Ramos	James Proctor		
Christopher Nunez	John Berenson		

and Girls Club in Luiza and connected two warehouses in San Juan to store relief supplies. They connected a generator to the teaching hospital, and every day they distributed food and water, removed downed lines, cleared debris from houses and cut down trees.

A nonprofit donated water purification systems that could treat 1,800 gallons of contaminated or sea water every

day. Alvarez said the volunteers pre-wired and installed nearly a dozen in San Juan and towns throughout the island.

The second Local 3 group, led by James Andino, arrived Oct. 11, specifically tasked with getting the port back in operation. They focused first on clearing the piers, then fixing the navigation lights that help cruise ships dock and unload safely.

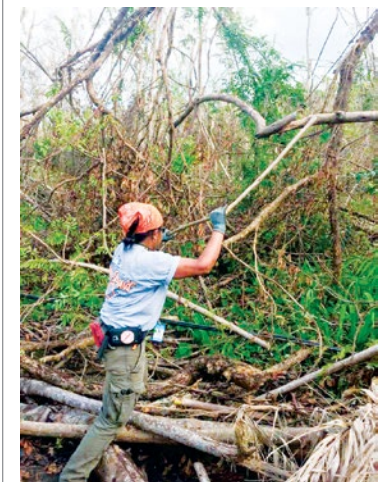
At the end of each long day, they

returned to the arena, where conditions were challenging. They only had power the first two days; at about 1 a.m. on the second day, power went out and never came back.

"That day we woke up hot, sweaty and grouchy. We were tired from the bad night's sleep, but nobody complained," Mayor said. "We knew there were people out there in worse conditions than us."

While many of the volunteers had no





Local 3 member Lina Lopez clearing debris and removing downed cables from a roadway in Rio Grande; when they weren't doing repair work, IBEW volunteers were distributing food and water throughout the city (top.)

connection to Puerto Rico, some did, and IBEW members who could not make the trip also had family that needed help. One volunteer borrowed a car from a cousin so they could get to more isolated communities. They added to their numbers when they were joined by Joseph Rufrano, a Local 3 member who happened to be in Puerto Rico before Hurricane Maria hit.

Where they could, Alvarez and May-or said they checked in with the extended IBEW family, and when they needed help, the IBEW crew went to work.

They took portable generators and hooked them into multiple houses' service. One woman's home was so poorly wired, Alvarez said, the generator wouldn't work, so they rewired her house.

Local 222 Business Manager Bill Hitt said Nelson Giboyeaux and Larry Hicks — retired linemen who volunteered from his local — had nearly 80 years of experience between them. They told Hitt the conditions were like nothing they'd seen.

"It was old-fashioned work. They couldn't get heavy equipment to the jobs," Hitt said. "If you needed a hole, you used a shovel. You needed to stand up a

pole, you used a pulley and a rope."

The scale of the catastrophe was evident everywhere, Alvarez said. "It's crazy, crazy, crazy. Imagine a place twice the size of Long Island where parts of Brooklyn and Queens have power and the rest is dark — for months and months. It's really sad."

At Christmas, one-third of the island was still without power. Officials from the bankrupt, state-owned utility, Puerto Rico Electric Power Authority, said parts of the island would not have electrical service for four to six months.

## "Puerto Rico is supposed to be green, but the trees were stripped bare."

— New York Local 3 member Lou Alvarez

Given the reports he has heard, Miami Local 349 Business Manager Bill Riley, who is also a member of the International Executive Council, said that might be optimistic.

"They told me it looked like years, not months," he said. "With the appropriate funding, the IBEW could supply manpower, but we're talking thousands of linemen working full time for a year just to get back to where they were before the storm."

The volunteers began returning home the same way they arrived, in three stages, from Oct. 18-25.

The night before the first group left for home, all the IBEW volunteers gathered in a restaurant. The mood was high, he said, as it always is when brothers and sisters get together after days of demanding work. They shared a meal, a few drinks and a commitment to see the work finished.

"Everyone there would go back. We'd go back on our own dime," Alvarez said. "That is how strongly we felt and still feel about what we are doing and what needs to be done." ■

# It's Your Health Free Medical Screening Offers Chance for Life-Saving Early Detection

**H**ayden McClure didn't know he had cancer — didn't know he was even at risk — until he took the test offered by the Building Trades National Medical Screening Program. It saved his life.

McClure, a member of Anchorage, Alaska, Local 1547, worked on a Department of Energy site at Amchitka Island that qualified him for the free medical screening. The program is supported by North America's Building Trades Unions and CPWR — The Center for Construction Research and Training and is available to anyone who has worked on a Department of Energy site.

"If it hadn't been for BTMed, I would have stumbled over to my doctor and never said anything about being at Amchitka where I was exposed, because I wouldn't have known I had to," said McClure who worked at the site on the Aleutian Islands in southwest Alaska decades ago.

People who worked on DOE sites including Hanford in Washington, Oak Ridge in Tennessee and Savannah River in South Carolina, may have been exposed to materials including asbestos, silica, beryllium, mercury, radiation, lead or other heavy metals. Further information can be obtained on the BTMed site, including a map of covered sites.

More than 25,000 construction workers have been tested, said Chris Cain, executive director of CPWR.

"If they've worked at any of these sites and had any exposure, or have experienced any medical ailments, they should get tested, just to be sure," said Dan Gardner, an international representative in the IBEW Safety Department.

While at Amchitka, one of more than



Anchorage, Alaska, Local 1547 member Hayden McClure didn't know how much working at Amchitka Island affected his health until he got the free Building Trades Medical Screening.

30 work sites covered by BTMed, McClure worked as an equipment operator digging trenches for telephone and power cables. His safety orientation mentioned that the department, then known as the Atomic Energy Commission, organized underground nuclear weapon tests there in the 1960s and 1970s, but maintained at the time he was working that there wasn't anything to worry about, McClure said. They also neglected to give him any protective equipment.

"All they gave us was rain gear," McClure said. "The government, when they came out there to do the monitoring of their test wells, wore contamination gear."

It wasn't until 2003 that McClure got a notice about the screening opportunity, he said. He initially ignored it, but

says his wife convinced him otherwise. Thanks to the testing, he got answers to the ailments he'd starting suffering from, like his feet getting so cold in July that he wore winter boots, which he learned was due to nerve damage.

McClure was eventually diagnosed with cancer of the spine and hip, POEMS syndrome, a rare blood disorder, and Castleman disease, another rare disorder involving an overgrowth of cells. After multiple treatments including radiation and stem cell treatment, he's now cancer-free.

"I'm alive today because of the screening," McClure said. "Without it, I probably would've died. The cancer and everything was eating me up fast."

The screening consists of two parts, a work history interview and a medical exam. The interview determines your exposure risk to hazardous materials and can be conducted in person, online or by phone. The medical exam is done by a doctor familiar with construction work and trained to look for certain issues, like beryllium or silica exposure.

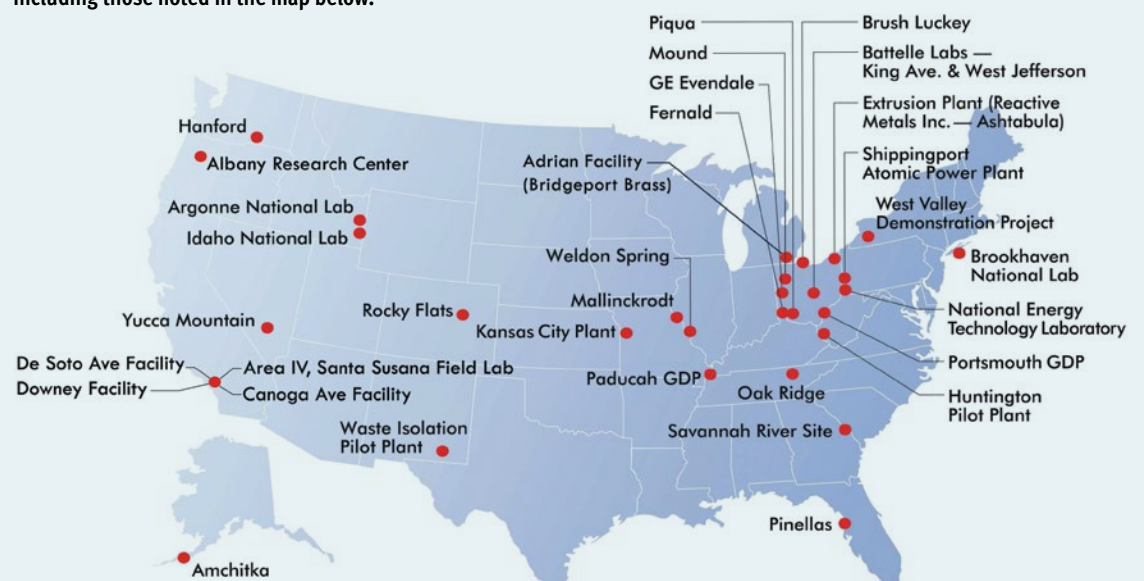
Some members may be eligible for monetary compensation, in which case the program will help people file the proper paperwork and refer those eligible to the Department of Labor, which oversees the compensation.

"If you worked just one day, you should get the screening," Cain said. "I've talked to a lot of people who didn't know there was anything wrong with them until they got screened."

For those who may be eligible, call 1-800-866-9663 or go to [btmed.org](http://btmed.org) for more information. ■

### Covered DOE Sites

The free Building Trades Medical Screening test covers people who worked construction at Department of Energy sites, including those noted in the map below.





# NORTH OF 49° | AU NORD DU 49° PARALLÈLE

## B.C. Challenge: Keeping Women in the Trades

**R**ecruiting women into the trades is getting a little easier Lisa Langevin has found over more than 15 years as an electrician. But getting them to stay is another story — even as construction is booming across British Columbia.

That's why the Vancouver Local 213 assistant business manager welcomed a chance for the IBEW to be part of the provincial government's Women in Trades project, which identified barriers to women advancing in construction and suggested ways to eliminate them.

Recruiting more women into the trades has been a battle in both the United States and Canada, but the report is significant because it identifies obstacles to keeping women on the job, not just in attracting them to apprenticeships.

"Across North America, we've been talking about women in the trades for decades," said Langevin, who was part of the project's 10-member steering committee and has long been an advocate for women in the construction industry.

"What we've found is that women aren't staying. The percentage of women leaving the trades is much higher than men leaving the trades."

Langevin said the project's need was obvious when she and a researcher traveled around the province to meet with focus groups of women currently working in the trades. Even those who stayed reported being harassed and ostracized, she said.

B.C. Minister for Advanced Education, Skills, and Training Melanie Mark met with apprentices at Mott Electric, a Local 213 signatory contractor, in Burnaby last November to announce the study's completion. Langevin was among the speakers, where she noted women still make up only about 3 percent of the tradespeople in the province.

The report recommends increased mentorship opportunities, noting that female construction workers often find they are the only woman on a jobsite, and the implementation of anti-bullying policies.

"Employers have a responsibility to create a worksite that is supportive of all workers," said Dan Mott, the company's president.

The project is not provincial law, but plans are to use it as a tool to address the ongoing shortage in skilled trades workers.

There are expected to be 115,000 job openings in British Columbia trades by 2025 due to retirements and economic development, according to provincial government estimates, and those likely can't be filled without more women on the job. The median wage for a B.C. trades worker two years after completing his or her apprenticeship is \$60,000 per year, a number that's even higher in the electrical industry.

The next step for advocates is to work with private industry to develop policies that promote anti-bullying, prevent harassment and encourage adoption of inclusive hiring practices.

"We need to fix the workplace culture so it's a place that women feel respected and valued," Mark said. "Women who want to pursue careers as electricians, sheet-metal workers or other trades should be supported and given opportunities in careers that will help build the best B.C."

Langevin said the project became a priority when the British Columbia New Democratic Party took power in 2017. Government officials usually mean well when they encourage greater female participation in the workforce, she said. But too often the focus is on jobs outside of the trades. A necessary next step is providing hiring goals on public-works projects — something Langevin is optimistic about.

"When we talk to female politicians, we find many are focused on things like child poverty," Langevin said. "One of the things we've pointed out to them is if you give moms good paying jobs, one of the things you reduce is child poverty."

Although not directly addressed in the report, Langevin said men in the trades need to become partners in empowering women, standing up for their female co-workers if they see them being treated poorly.

"I've heard from guys who will quietly come say to me, 'Hey, we're glad you're here, we're hoping things will be better now.' Most guys don't like nastiness on the job either."

"Now, we want to give those guys the skills to stand up to others when they see something and say, 'Hey, that's not right.'"

Langevin considers herself fortunate. Local 213 Business Manager Adam Van Steinburg fully supported her involvement with the report and in other initiatives to support female workers. She is hoping other business managers in the trades adopt the same attitude.

"I think 213's largest asset," she said, "is that we were willing to stand up and say, 'Yes, this is important.'"



Vancouver, British Columbia, Local 213 assistant business manager Lisa Langevin, back row right, with other members of the local's women's committee on a Vancouver jobsite.

## Le défi de la C.-B. : garder les femmes dans les métiers

**R**ecruter les femmes dans les métiers est devenu un peu plus facile, Lisa Langevin a plus de 15 années d'expérience en tant qu'électricienne. Mais les inciter à conserver leurs emplois, c'est une autre histoire — même si la construction prospère partout en Colombie-Britannique.

C'est pour cette raison que l'assistante gérant d'affaires de la section locale 213 située à Vancouver a saisi l'occasion pour que la FIOE fasse partie du projet des femmes dans les métiers (Women in Trades project) mené par le gouvernement fédéral. Il identifiait les obstacles auxquels font face les femmes qui font avancer leurs causes dans le milieu de la construction et ont proposé des méthodes pour les éliminer.

Recruter davantage les femmes dans les métiers fût une lutte à la fois aux États-Unis et au Canada, mais ce rapport est important puisqu'il cerne les obstacles pour garder les femmes à l'emploi, et non seulement les attirer dans les programmes de formation en apprentissage.

« Depuis des décennies à travers l'Amérique du Nord nous avons parlé plusieurs fois des femmes dans les métiers, » mentionne Langevin, qui fait partie du comité de direction du projet composé de 10 membres et défend la cause des femmes dans l'industrie de la construction depuis longtemps.

« Ce que nous avons constaté, c'est que les femmes ne restent pas. Le pourcentage des femmes qui quittent les métiers est beaucoup plus élevé que les hommes. »

Langevin déclare que le besoin de réaliser un projet était évident lorsqu'elle a voyagé avec le reste du comité à travers la province pour rencontrer les groupes de discussion de femmes œuvrant actuellement dans les métiers. Même avec celles qui sont restées, elles ont signalé avoir été harcelées et ostracisées, dit-elle.

Melanie Mark la ministre responsable de l'Enseignement supérieur, Développement de la compétence, et de la Formation professionnelle (Advanced Education, Skills and Training) a rencontré les apprenties chez *Mott Electric*, un entrepreneur signataire du local 213, en novembre dernier lorsqu'elle a annoncé l'achèvement de l'étude à Burnaby. Langevin se trouvait parmi les invités, où elle a mentionné que les femmes représentent environ 3 p. 100 des gens de métiers dans la province.

Le rapport recommande d'augmenter les occasions de mentorats, en prenant note que les femmes qui travaillent dans la construction se trouvent souvent à être les seules femmes sur les chantiers, et l'application des mesures anti-intimidation.

« Les employeurs ont la responsabilité de créer un chantier qui offre un soutien à tous les travailleurs, » confirme Dan Mott le président de la compagnie.

Le projet n'est pas loi dans la province, mais les plans sont de s'en servir comme outil pour adresser la pénurie continue de la main-d'œuvre des travailleuses dans les métiers spécialisés.

On prévoit 115 000 postes vacants dans les métiers en Colombie-Britannique

d'ici 2025 causés par les retraites et le développement de l'économie, selon l'estimation du gouvernement provincial, et ces postes risquent ne pas être pourvu sans l'aide des femmes sur les chantiers. Le salaire moyen d'un travailleur spécialisé suite à deux années d'apprentissage complet est de 60 000 \$ par an en Colombie-Britannique, un nombre qui est encore plus élevé dans l'industrie de l'électricité.

La prochaine étape pour les militants est de travailler avec les industries privées dans le but de développer des politiques qui luttent contre l'intimidation, prévenir le harcèlement et encourager l'adoption de pratiques d'embauche inclusive.

« Nous devons corriger la culture dans le milieu de travail pour que cela devienne un endroit où les femmes se sentent respectées et valorisées, » exprime Mark. « Les femmes qui veulent faire carrière à titre d'électriciennes, tôleuses ou autres métiers devraient être appuyées et leur donner l'occasion de poursuivre des carrières qui va aider à bâtir la meilleure C.-B. »

Langevin mentionne que le projet est devenu une priorité lorsque le Nouveau Parti démocratique de la Colombie-Britannique a pris le pouvoir au début de 2017. Les fonctionnaires du gouvernement ont de bonnes intentions lorsqu'ils encouragent une grande participation des femmes sur le marché du travail, dit-elle. Mais trop souvent l'accent est mis sur les emplois à l'extérieur des métiers. L'étape nécessaire suivante fournit des objectifs d'embauche dans les projets de travaux publics — une

chose qui rend Langevin optimiste.

« Lorsqu'on parle à des politiciennes, on constate que plusieurs sont préoccupées par des choses telles que la pauvreté des enfants, » explique Langevin. « Nous avons fait valoir que si nous offrons aux mamans des emplois bien rémunérés, l'une des choses qu'elles vont réduire est la pauvreté chez les enfants. »

Bien que ce ne soit pas directement abordé dans le rapport, Langevin spécifie que les hommes dans les métiers devraient contribuer à renforcer l'autonomisation des femmes, de défendre leurs collègues femmes s'ils aperçoivent qu'elles sont maltraitées.

« Discrètement les hommes me disent : "nous sommes heureux de te voir ici, nous espérons que tout ira mieux maintenant." Plusieurs hommes n'aiment pas la méchanceté sur le chantier non plus. »

« Nous voulons maintenant offrir à ces hommes les compétences nécessaires pour affronter les autres lorsqu'ils sont témoins d'une situation et dire : "ceci n'est pas correcte." »

Langevin se compte chanceuse. Le gérant d'affaires du local 213 Adam Van Steinburg appuie pleinement l'engagement de Langevin dans le cadre de ce rapport et à travers d'autres initiatives pour soutenir les travailleuses. Elle souhaite voir d'autres gérants d'affaires adopter le même type d'attitude.

« Je crois que le plus grand atout de la section locale 213 est que nous étions prêts à dire : "oui, ceci est important." »



## ORGANIZING WIRE

### Idaho Democratic Party Staff Join IBEW

For decades the Democratic party has relied on organized labor for support at the ballot. Now the staff of the Idaho Democratic party has voted to join Boise Local 291 for support on the job.

"We saw a lack of consistency and care for workers in political and nonprofit organizations: workers having no benefits, no living wage, working as contractors," said new member and party Communications Director Shelby Scott. "We wanted the party to walk the talk and set an example."

The four permanent staff members of the party signed cards in September and the party Chairman, Bert Marley, signed a voluntary letter of recognition. First contract negotiations are set to begin soon.

In addition to Scott, new members include Operations Director Aryan Parthor, Data Director Tom Hamilton, the incoming political director and Executive Director Elle Casner who will not be part of the bargaining unit but will join the IBEW.

At least one other state Democratic party staff has organized. The four employees of the Vermont Democratic party joined a Steelworkers local in September.

Scott said Hamilton had been kicking around the idea of joining a union for years. Then, in June, at the state AFL-CIO meeting, they started asking union representatives questions about how their unions work and what union would be a good fit. They were encouraged by what they heard and decided now was the time.

"We said 'All right. Let's move on this,'" Scott said.

They set a meeting with Aaron White, the president of the state AFL-CIO, who walked them through the process, gave them cards to sign and suggested Local 291.

"They were just incredibly stoked," Scott said.

For Business Manager Mark Zaleski, the unit is small, but the message it sends is huge. Until four years ago, Local 291 was a traditional, 600-member inside construction local. But a series of successful organizing drives in new classifications has nearly doubled the membership. Most of that growth came from organizing 500 DirecTV call center workers and installers, but they also have a few dozen professional workers, 60 installers for AT&T and nearly 100 outside linemen.

"This is small in size but large in impact; this is an enormous opportunity for them and the IBEW," Zaleski said. "It is also a statement to everyone in Idaho about who Local 291 is and that there are opportunities to organize your workplace and join a union, even in a right to work state."

Democrats, Zaleski said, rely on labor for funds, foot soldiers, showing up in the legislature, and knocking on doors. Voluntarily supporting the staff joining Local 291 is a way of putting their money where their mouth is.

"They know how we support them. They wanted to be a part of us," Zaleski said. "I can tell you, every other union in the state is now asking me 'Why didn't they ask us?'"

It helped, he said, that Marley is a former member of the Idaho Education Association, but committee approval was unanimous.

"There are shared goals. The staff was clear that they didn't want to break the party but they don't want to be at-will either," he said. "Negotiations won't be over tomorrow because people are so spread out, but I think we will come to a contract that serves everyone."

Party Data Director Hamilton said none of the staff feel underpaid or poorly treated. What drove them, he said, was the feeling of instability that comes from working without a contract in a cyclical business that relies on donations.

"Part of the rationale is that nonprofits don't treat people well. They are trying to change the world and their workers don't get paid what they are worth

because they want to help," Hamilton said. "We want to professionalize the nonprofit workspace."

They want policies formalized and investment in professional development.

"Our next step is making this a success," he said. "We know that when an industry organizes, conditions improve, that it is better working in a union. And we want people across the country to come, to reach out to us, employee to employee, and find out how we did it so they can do it too." ■

*The professional staff of the Idaho Democratic party, Aryan Parthor, Executive Director Elle Casner, Shelby Scott and Tom Hamilton are now members of Boise, Idaho, Local 291. They are joined by President Jeremy Redman (left) and Business Manager Mark Zaleski (right).*



## THE FRONT LINE: POLITICS & JOBS

### Illinois Member Jumps into Political Arena Ready to Fight for the Middle Class

West Frankfort, Ill., Local 702 Business Manager Steve Hughart learned recently that a 96-year-old widow of a retired IBEW member was having trouble accessing her late husband's benefits. Business agent Jason Woolard didn't just help her secure those benefits; he went to her home and spent several hours helping get her finances in order.

That's a big reason why he'll make an excellent member of the Illinois House of Representatives, his boss said. Woolard is the only announced Democratic candidate for the 117th District seat in the far southern part of the state and will face a first-term Republican in November.

"Jason has a handle not just on what is important to the IBEW, but to all working men and women," Hughart said. "There is not another person on earth better equipped to do this job."

Woolard is a journeyman lineman who was born and raised in southern Illinois. He served eight years on the Carterville, Ill., school board and was a steward before joining Local 702's staff. In addition to serving as a business agent, he is president of the Southern Illinois Central Labor Council. His father, Larry Woolard, was a member of the Illinois Legislature for 14 years.

"I talked to my family, and my two daughters said, 'I can't believe it took you this long to do this,'" said Woolard, who turned 46 on Jan. 2.

He was convinced to run when he saw how little current representative Dave Severin supported the interests of working families. Instead, Severin has sided with Republican Gov. Bruce Rauner, a multimillionaire who has urged Illinois to become a right-to-work state and has made attacks on unions a focal point of his tenure.

"It just became more and more common to hear someone say, 'Why don't you get involved?'" Woolard said. "We have a lot of politicians in Springfield [the state capital] that don't understand the needs of working families."

Woolard said he was especially disappointed when Severin sided with Rauner on a proposal that would have privatized nursing services within Illinois' correctional system. The move would have led to the layoff of 124 union-represented nurses, many based in southern Illinois. Layoff notices were given, but later rescinded.

Woolard said Severin also sided with Rauner against legislation that would have provided an estimated \$5 million in increased funding to schools in the 117th District. He'll oppose any measure that forces working families and small businesses to pay more than their fair share to fix Illinois' ongoing budget problems.

"The people in southern Illinois can't afford to pay any more taxes," he said. "I am going to fight tooth and nail every day of my life to make sure we have elected officials who are working to create a fair tax system that does not put an additional burden on middle-class families." ■



*West Frankfort, Ill., Local 702 member Jason Woolard*

### Organizer Spotlights Workers' Rights in Run for Arkansas Statehouse

An IBEW local organizer is running for an Arkansas House seat with the ambitious goal of overturning the state's anti-union right-to-work law.

"I'm going to focus on that heavily," said Donald McKinney, a journeyman inside wireman who joined the Fort Smith, Ark., Local 700 staff as an organizer last year. "States with right-to-work have a higher poverty level, lower average income level, and more safety issues — more deaths and injuries on the job."



*Fort Smith, Ark., Local 700 member Donald McKinney*

Arkansas was the first right-to-work state — now there are 28 — with voters passing a constitutional amendment in 1944. The laws, which allow workers to reap the benefits of a collective bargaining agreement without contributing to its cost, weaken unions and the ability of workers to bargain fair wages and benefits and protect their health and safety on the job.

McKinney, 41, is running as a Democrat for House District 81, a seat currently held by a first-term Republican. So far, he has no opponent for the May 2018 primary. The general election is Nov. 6.

A married father of four, he served in the Arkansas National Guard for 21 years, retiring in 2016. He's also second-generation IBEW: His father is Tenth District International Representative Charles McKinney, who joined the union in 1996 when he organized electricians at the small contracting company where he was project manager.

His son started mulling a run for office after the November 2016 election. "I was thinking justice of the peace or the school board, just to get my toe in," he said. Six months later, a chat with an AFL-CIO political staffer led to a meeting with the Arkansas chair of the Democratic Party, who urged him to run for the statehouse.

In addition to workers' rights, wages and safety and issues affecting active and retired service members are high on McKinney's list of priorities. He also wants to expand vocational training that prepares workers for good, family-wage jobs, and he believes teachers need a raise.

"Teachers' pay in the public school system is ridiculously low," he said. "I went to trade school and make twice as much as teachers who went to college and spent thousands and thousands of dollars on their education."

As he hits the campaign trail, he is talking about those issues and more, particularly right-to-work — a subject some Democrats running for office try to duck. "He's very outspoken about it," said Local 700 Business Manager Eugene Wilson, who met McKinney when they were both IBEW apprentices. "I believe he's going to be a strong candidate."

And his skills as an organizer will come in especially handy.

"I'm approaching this campaign, just like I would approach an organizing campaign," McKinney said. "Door-to-door, face-to-face, explain what my goals are, find out what their goals are and basically try to meet in the middle." ■



# CIRCUITS

## Members Take Home Top Prizes at National Electrical Competition

IBEW members from across the country competed in the second annual IDEAL National Championship, and once again dominated in both the apprentice and professional categories.

More than 30,000 electricians, both union and nonunion, competed in over 1,000 local and regional events, with 156 making it to the November finals in Lake Buena Vista, Fla.

Like last year, the competition was divided into four categories: individual professionals, individual apprentices, professional teams and apprentice teams, with contestants judged on speed and accuracy in pulling wire, cutting, stripping, terminating and testing in a multi-station event.

**“It was a crazy experience. You could feel the IBEW camaraderie. It felt like it was something more than me.”**

— Michael Yass, Long Island, N.Y., Local 25 apprentice

IDEAL, a tool and electrical supply company, organized the national competition to inspire young men and women to pursue careers in the electrical field. According to the Department of Labor, 70,000 electrical jobs are opening up as the baby-boom generation retires.

At this year's contest, the IBEW's superior training was on full display in the apprentice categories, with Minneapolis Local 292 apprentice teams sweeping the top four spots. The winning team included Michael Fox, Andreas Penna and Jeremy Welle, who also won second place in the individual apprentice category.

Local 292 Training Director Derrick Atkins joined his students in Florida, where he served as a judge for the second year.

“This says quite a bit about what we do in Minneapolis and about the IBEW,” Atkins said. “It's a combination of everything, the classroom instructors, the on-the-job training. Nobody does it better than we do.”

Long Island, N.Y., Local 25 apprentice Michael Yass, one of 56 students who competed this year from his local, took home the top individual apprentice award.

“It was a crazy experience,” Yass said. “You could feel the IBEW camaraderie. It felt like it was something more than me.”

In the professional category, returning individual champion Greg Anliker, a member of Elgin, Ill., Local 117, took second place this year and was on the winning three-person team with fellow Local 117 member Will Barnett and Lisle, Ill., Local 701 member Clay Noga.

“Everything about it was a little bit better than last year,” Anliker said. “And we got to come back and prove ourselves.”

Anliker, Barnett and Noga, who were featured in an IDEAL video that dubbed them the “Dream Team,” came in second last year in the professional team category.

“It was a relief to win this time,” Noga said. “We thought we had it last year. This year, we were still confident, but didn't want to get ahead of ourselves.”

The team prize comes with a \$60,000 cash award, which will be split among the three participants. Noga said he'll use his winnings to go elk hunting. Anliker said he has no plans yet, but will probably save most of his like he did last year.

Local 292 apprentice Michael Fox said he and his team will return next year as professionals, which means they could face Anliker, Barnett and Noga.

“The Minnesota All-Stars are coming for the Dream Team,” Fox said. ■

## 45-to-1: Iowa Public Workers Score Against Anti-Union Politicians

In Iowa, it's no longer enough to simply vote for union representation. Now, public workers — those working for the state,

counties, cities and towns — are being forced to repeat the process every two or three years thanks to anti-union legislation that requires “recertification” votes in the year leading up to a new contract.

In the first round of voting since Republican legislators passed the law in February last year, tens of thousands of public employees across the state showed just how much they value their voice in the workplace, electing to stick with their unions by a margin of more than 45-to-1.

Four IBEW bargaining units were among the 436 statewide who chose to keep their unions during last month's voting. And despite the big wins, the ordeal left working people and labor activists feeling targeted and threatened.

“This law was designed to hurt public sector unions, plain and simple,” said Des Moines Local 55 Assistant Business Manager Mike Sawyer. “But they didn't count on this reaction. They wanted to squash us, but they're going to be surprised because this is going to make us stronger in the long run.”

The process, which started Oct. 10, was hurried and confusing, frustrating union leaders and the working people they represent. “That's what they wanted,” said Rich Kurtenbach, a business representative at Waterloo Local 288. “This was rushed from the very beginning. These politicians had trouble finding a competent vendor to do the telephone polling, and then they even designed the survey to hurt us.”

Voting “yes” required workers to go through multiple extra steps to confirm their selection. “If you wanted to vote ‘no,’ you pressed the button and it was done,” Kurtenbach said. “But if you were voting ‘yes,’ you got two extra questions.” It was like they were asking, “Are you sure you really want to vote that way?” They treated working people like children who couldn't be trusted to make their own decisions.”

Anti-union lawmakers also stacked the deck against working people by counting all non-voters as “no” votes. “Nobody else is held to that standard,” Sawyer said. “When you vote in any other election — from U.S. president to class president — the decision is made by the people who show up. With this, these lawmakers were starting us at a huge disadvantage.”

The law also requires unions to pay \$1 per eligible voter, adding an ongoing expense to each expiring contract. “So now we're paying for people who could potentially vote against us,” Sawyer said. “How's that for adding insult to injury?”

Nevertheless, across the state more than 93 percent of public-sector bargaining units recertified their union representation, with nearly 88 percent participation. For the IBEW, it was an even bigger win. All four bargaining units up for recertification voted to stick with the union, all by overwhelming margins.

Sawyer said he spent a lot of time at the Mt. Pleasant Municipal Utility, where Local 55 represents electric, water distribution and clerical workers, talking about why it was important that they stick together and maintain the contract they'd



Iowa workers rallied at the state Capitol in 2011 to protest neighboring Wisconsin's crackdown on public sector unions. In 2017, their own legislators targeted them in an eerily similar way. Credit: Creative Commons/Flickr user Phil Roeder

fought for. The effort paid off when 23 of the 25 eligible bargaining unit members chose to maintain their representation.

At Cedar Rapids, Local 204, a unit of bailiffs at the Scott County Sheriff's Department are up to renew their first contract next year. In Feb. 2015, when the unit was organized, they voted 11-1 to join the IBEW. This time, it was 12-0.

“The anti-union folks got this very, very wrong,” said Local 204 Assistant Business Manager Matt Fischer. They let people from outside our state come in and tell them that it would be a good idea to come after unions, and they underestimated how much our members value having a voice at work. It was a miscalculation, and when the next election comes around, we'll be there to remind them.”

**“The anti-union folks got this very, very wrong.”**

— Cedar Rapids Local 204 Assistant Business Manager Matt Fischer

The outside group, he said, was the American Legislative Exchange Council, a conservative business lobbying group better known by its acronym, ALEC. ALEC provides draft legislation to Republican lawmakers in state legislatures and regularly targets unions, often taking aim at prevailing wage and project labor agreements and promoting right-to-work.

Local 288 had three public sector contracts expiring next year, but an early contract extension and an automatic recertification because of an error on the part of city officials meant just one unit had to hold an actual election. Of the 31 City of Waverly employees represented by the IBEW, 29 elected to stick with the union.

“The consequences could have been awful if not for the incredible hard work of our stewards and the awareness of our members to realize what these right-wing politicians were up to,” Kurtenbach said. The Waverly unit held a meeting on the first night of voting and he asked the members, “What would you do if the union was gone?” The open discussion helped make

real the consequences of a ‘no’ vote for the members. “This opened their eyes,” he said. “None of these politicians campaigned on hurting working people like this, but they were happy to blindside us when they got their chance.”

For the few public-sector units across the state who voted ‘no,’ or failed to receive a majority of eligible voters, those contracts were immediately ruled invalid and a two-year ban was imposed on reorganizing the unit.

That was nearly the fate of a small IBEW unit at Benton Community Schools, where Cedar Rapids Local 1362 Business Manager Shelley Parbs said the group of maintenance and food service employees came close to having their contract invalidated despite winning a huge majority of those voting.

“The way this process was set up was intended to cause situations like this,” she said of the majority requirement that turned a 15-2 vote for the IBEW into a narrow win. “There were 28 members of that unit, but only 19 voted,” she said. Two were spoiled ballots — likely caused by the confusing process — and nine didn't vote, which effectively counted as ‘no’ votes. Only a single ‘yes’ vote ended up saving the employees from coming into work the next day without a contract.

“These are the very people who need someone representing them,” Parbs said. “Of the people who cast a ballot, 90 percent were with us, but the system was rigged in favor of the anti-union crowd. It still is, and working people need to stand up and fight back when this year's elections roll around.”

Those elections should be on the minds of the Republican lawmakers, Sawyer said. Statewide, across 468 bargaining units, nearly 28,500 public-sector workers chose to keep their unions while just 624 voted against recertification. More votes will come next year for contracts set to expire in 2019.

“If we can get those folks who were with us to show up at the polls this November, we're going to send a message to these lawmakers,” Sawyer said. “Don't mess with working people. Our people understand their votes have consequences. This has opened their eyes.” ■



Minneapolis Local 292 apprentices celebrate with others from the competition after winning in the team and individual categories at the second annual IDEAL National Championship.



## IBEW 'Angels' Brighten Detroit Woman's Dark, Cold Home

A 90-year-old Detroit woman in need of hands-on help to light and warm her home got an early Christmas visit from some community "angels," as she called them, including a pair of IBEW representatives.

"She was very grateful, very thankful," Byron Osbern said. "We had a long talk about angels."

Osbern and Nick Chapital, business representatives for Detroit Local 58, happily spent Friday morning, Dec. 15, replacing and repairing plugs, switches and light fixtures in the duplex where Laura

McCrary has lived for 60 years.

McCrary's needs first came to the attention of The Heat and Warmth Fund of Detroit, which learned she'd been using her oven for heat since her aged boiler broke two years ago.

THAW staff called Michigan State Rep. Henry Yanez, who spoke with Jeanette Bradshaw, Local 58's Political Action Committee registrar, at the state Capitol. She called the local to find someone to help.

Osbern and Chapital wanted to head to McCrary's home right away, but had to settle for first thing the next morning, once they'd connected with THAW.

The journeyman inside wireman couldn't work on her gas-operated boiler



*Laura McCrary's Detroit home is brighter and warmer thanks to community volunteers, including IBEW Local 58 representatives.* Screenshot/Fox2Detroit.com

and water heater, but found other ways to help. Half the duplex was dark. They reached for a plug that had fallen through floorboards, snaked it up and soon two lamps were brightening the living room.

They fixed light switches with bad wiring, swapped out a 4-foot fluorescent light in McCrary's bathroom for an LED fixture, and upgraded other light bulbs.

"It will be much more energy efficient and lower her power bill," Osbern said.

THAW is raising funds to replace McCrary's boiler and water heater, and enlisting community members to make other home repairs. "There are so many things that have gone wrong that I hadn't even mentioned and I prayed for heat," McCrary told FOX 2 News in

Detroit. "And I got so much more than heat, and I thank God."

Osbern said he's grateful for the chance to help people like McCrary. "If we were working in the field, we'd have a lot of these opportunities," he said. "It's a good feeling to represent our members this way and connect with the community." ■

**"She was very grateful, very thankful. It's a good feeling to represent our members this way and connect with the community."**

—Byron Osbern, Detroit Local 58

## TRANSITIONS

### DECEASED

#### Nicholas Greco



The IBEW is saddened to report the death of retired Fourth District International Representative Nicholas Greco, who died Dec. 4 in St. Clairsville, Ohio, after a year-long battle with cancer.

Born in Cincinnati in 1948, Brother Greco served in the U.S.

Marine Corps and worked as a lineman for CG&E Power in his hometown. He was initiated into Cincinnati Local 1347 in 1970, becoming its assistant business manager 10 years later. He was serving as the local's business manager in 1990 when then-International President J.J. Barry appointed him an international representative.

In that role, Greco served utility locals in Ohio, West Virginia, Maryland and Virginia. Colleagues remember him as a tireless advocate for IBEW members who influenced people with his cool head and kind heart.

"I look at Nick as a mentor. I think an awful lot of him," said Ted Robison, a Fourth District international representative who was business manager of Columbus Local 1466 when Greco was his region's representative.

Greco had a "very even-keeled" nature that "walked me back from a cliff a few times," Robison said.

He recalled an argument with Greco over a grievance. "I got rather heated about it, arguing my point. There was a little salty language. The next day I got to thinking about it and realized I'd cussed out my international rep and I'd better call him back and apologize," Robison said, noting that Greco was a man of faith who rarely cursed.

"I called him and said, 'Nick, I apologize for the way I talked to you yesterday,' and he said, 'Don't do that. Don't ever apologize for fighting for your folks or disagreeing with me. Do what's in your heart and you'll be fine.'"

In fact, Greco said he'd come around to Robison's point of view, telling him, "I never learned anything off of somebody that agreed with me."

Chuck Tippie, also a Fourth District international representative who held various offices at Local 1466, remembers Greco's generous spirit. "He was truly the

kind of man who'd give you the shirt off his back," he said. "He'd do anything he could for you."

Although Greco was often on the road, Robison said he called his wife every day and "would want people to know the love that he had for his wife and family."

Greco's survivors include his wife, Trudy, two sons and three daughters. After retiring in 2007, he enjoyed spending time with his grandchildren, as well as RV travel with Trudy and two beloved Airedale terriers. He was committed to efforts to rescue Airedales and find homes for them.

Second only to his family was Greco's passion for workers and the ways unions could make their lives better, Robison said. "That's what meant the most to him in all his career: to help all working people enjoy the same advantages we had as union members."

On behalf of the entire IBEW membership and staff, the officers send our condolences to Brother Greco's family and friends. ■

### DECEASED

#### David L. Sager



The IBEW is saddened to report retired Third District International Representative David L. Sager died on Nov. 18. He was 82.

Brother Sager was born in Cornwall, N.Y., and followed a family tradition when he was initiated into Newburgh, N.Y., Local 631 in 1954 at the age of 18. His father and eight other relatives were Local 631 members and about a dozen were IBEW members overall.

His wife Betty Ann worked as a nurse and was a member of the Teamsters. He held a variety of leadership positions, including seven years on the examining board, before being elected assistant business manager and treasurer in 1973. He served in those roles until 1988, when he was assigned to the Third District office and served the New York state locals. Local 631 was amalgamated into New City, N.Y., Local 363 in 1993.

Sager worked out of the district office until his retirement in 1998, where his colleagues included future

International President Edwin D. Hill, future Third District Vice President Donald C. Siegel, and Larry Neidig Jr., who went on to become Hill's senior executive assistant during his tenure as president. All three remained friends until his death.

"He was one caring individual, whether it was to the IBEW or his family or whatever was important to him," Neidig said. "His word was his bond. He sure made an impact on my life."

Andrea Karnavezos, Sager's daughter, said her father often referred to the IBEW as his second family. When he worked as a business agent for Local 363, he would often come home after work, have dinner with the family and then get on the phone until midnight securing work for members.

"He was a very strong supporter of his family and a believer in all unions, not just the IBEW," Karnavezos said. "It was in his blood. That's the way he lived."

Siegel said Sager earned a reputation as a "fixer" while working for the district office. If there was a particularly vexing problem within a local union, Sager often was the international representative assigned to work with officials there to take care of it.

That earned him a lot of respect with his colleagues, Siegel said.

"My first week on the district staff [in 1994], I spent with Dave Sager traveling to local unions," he said. "We became fast friends. We joked around a lot and Dave and I exchanged a lot of information about policy and the locals we served. I never forgot that."

Sager was active in several labor groups, including the New York State AFL-CIO and the state's building and construction council. He also served on former New York Rep. Benjamin Gilman's labor advisory committee.

He kept a presence with the IBEW even after retired. Siegel said he was a regular at Third District Progress meetings and his advice was still coveted until failing health kept him from attending during the last few years.

Brother Sager was married to Betty Ann for 47 years until her death in 2007. He is survived by his son David L. Sager II; daughters Andrea and Beth Ann Miller; and seven grandchildren.

The officers and staff of the IBEW offer their condolences to Brother Sager's family and friends. ■

## IBEW MEDIA WORLD

In addition to your monthly issue of *The Electrical Worker*, check out the wealth of IBEW-related information online.

### www.ibew.org

Get all the news affecting IBEW members, including *The Electrical Worker* online, at [IBEW.org](http://IBEW.org).

### YouTube

American Electric Power CEO Nick Akins is featured in the IBEW's latest national television commercial. Learn why he says the IBEW is the right choice when it comes to having the best trained, most professional workforce around.

[YouTube.com/TheElectricalWorker](https://www.youtube.com/TheElectricalWorker)

### Vimeo

A Seattle contractor found his partner in the IBEW to win work in the city's residential housing boom. See how they did it at [Vimeo.com/IBEW](https://vimeo.com/IBEW).



### HourPower

IBEW Hour Power points the spotlight at our members and showcases their extraordinary work. Visit [IBEWHourPower.com](http://IBEWHourPower.com) to see the latest features, job tips, and messages from the officers.



### ElectricTV

The NECA/IBEW Powering America team is promoting the message of safety from the experts down to the job site. Watch the latest feature on [ElectricTV.net](http://ElectricTV.net).





# In Memoriam

## Members for Whom PBF Death Claims were Approved in December 2017

Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	Local	Surname	Date of Death	
1	Barry, A. F.	5/4/17	57	Wilker, E. G.	2/26/17	176	Kjellesvik, G. R.	10/11/17	424	Matear, B. W.	9/21/17	625	MacKinnon, J. C.	10/13/17	995	Jarreau, J. M.	9/18/17	
1	Fedke, C. J.	9/21/17	58	Jankins, J. A.	10/30/17	191	Park, R. D.	10/13/17	424	Murdoch, R. G.	9/27/17	640	Jones, R. C.	8/1/17	1116	Boone, R. L.	9/26/17	
1	Frank, M. E.	9/11/17	58	Lusk, D. W.	6/7/17	193	Keafer, M. M.	11/5/17	428	Allen, D. H.	7/30/17	640	Williams, W. E.	10/29/17	1186	Hamada, G. E.	7/23/17	
1	Green, M. W.	10/16/17	58	Melnick, R. K.	10/29/17	212	Harris, B. F.	9/28/17	428	Black, B. E.	10/12/17	648	Hoskins, E. E.	5/14/15	1316	Greene, J.	8/10/17	
1	Karl, C. F.	9/3/17	58	Morris, A. M.	9/24/17	213	Kniewl, K. H.	10/30/17	440	Ziska, V. A.	11/1/17	661	Martin, R. L.	9/17/17	1319	Metzger, D. D.	10/13/17	
1	Simakoff, D. J.	10/21/17	68	Eyestone, N. C.	10/24/17	213	McDonald, L.	9/29/17	441	Neal, D. C.	9/24/17	665	Lutz, R. E.	7/29/16	1319	Strouse, F. I.	9/25/17	
3	Abumislmov, I.	10/2/17	71	McGee, B.	10/22/17	213	Montgomery, R. J.	9/17/17	449	Kofoed, D. M.	9/24/17	665	Owen, M. E.	9/30/17	1393	Gowens, G. L.	11/4/17	
3	Amato, M. J.	3/20/17	71	Thompson, V. W.	10/17/17	222	Phillips, T. L.	9/30/17	456	Sears, R. E.	9/28/17	683	Culbertson, N. J.	1/8/17	1393	Smith, D. W.	8/22/17	
3	Andux, J. C.	9/1/17	76	Bruglia, J. D.	7/4/17	223	Cribben, R. M.	9/24/17	466	Hammock, J. E.	11/5/17	683	Hoover, M. L.	10/30/17	1426	Erickson, A. E.	9/25/17	
3	Botcher, P. C.	9/21/17	77	Belcher, W. D.	9/18/17	226	Starkey, J. J.	9/24/17	474	Cox, R. L.	9/25/17	688	Taylor, J. L.	10/17/17	1579	Osborn, A. W.	11/1/17	
3	Campanello, V.	10/11/17	80	Boyd, L. M.	9/18/17	226	Welchhans, W. R.	8/7/17	474	Rider, C. L.	9/21/17	692	Oslund, J. L.	9/28/17	1920	Keith, J. G.	10/20/17	
3	Cioffi, A. A.	11/19/15	86	Masetta, J. F.	9/27/17	229	Knokey, W. J.	9/10/17	474	Wallace, A. L.	12/27/16	702	McNabb, W.	9/13/17	1924	Rish, C. F.	10/14/17	
3	Cruickshank, F. W.	10/20/17	86	Vasso, G. M.	10/11/17	230	Baskin, R. G.	9/25/17	474	Williford, J. L.	9/14/17	702	Miller, J. D.	9/30/17	1925	Jordan, R. W.	10/13/17	
3	Donnelly, T. P.	8/9/17	95	Goodrich, C. E.	7/25/17	233	Galle, T. J.	10/3/17	480	Fitzgerald, V. U.	9/22/17	702	Pritchett, R. E.	10/19/17	2270	Schmid, J. V.	9/9/17	
3	Doyle, J. R.	7/26/17	96	Lamkin, D. J.	10/7/17	234	Shepard, W. I.	9/14/17	481	Trittipo, D. A.	11/14/17	712	Stark, F. N.	8/31/17	2295	Kurzweg, G.	9/29/17	
3	Faraone, T. E.	10/10/17	98	Fort, L. C.	9/1/17	236	Esposito, A. F.	8/4/17	494	Arndt, D. E.	11/7/17	714	Selberg, G. E.	10/2/17	I.O. (3)	Perretta, L. A.	10/16/17	
3	Kear, R. W.	7/21/17	98	Mickle, J. J.	11/4/17	236	Newell, R. E.	10/10/17	494	Krueger, A. G.	7/31/17	716	Bokemeyer, H. L.	10/5/17	I.O. (5)	Terhorst, J. H.	10/8/17	
3	LaRosa, B. N.	9/23/17	98	Summers, A.	10/26/17	246	Sim, J.	9/24/17	494	MacDonald, S. H.	11/3/17	716	Cash, J. K.	9/10/17	I.O. (134)	Unfried, J. E.	10/11/17	
3	Pastore, M.	9/17/17	100	Charest, J. W.	10/1/17	252	Cole, R. E.	6/8/17	494	Mueller, R. J.	10/19/17	725	Rice, M. J.	10/6/17	I.O. (759)	Castleberry, R. L.	8/12/17	
3	Poland, G. J.	9/13/17	100	Charest, J.	10/18/17	257	Thomas, R. E.	10/22/17	494	Padilla-Castaneda, R.	7/5/17	728	Nichols, R. C.	10/24/17	Pens. (323)	Smith, W. A.	10/11/17	
3	Ramirez, E. K.	8/26/17	102	Peck, C. H.	9/21/17	258	Thomas, B. D.	7/14/17	502	Weber, W. O.	9/29/17	728	Zablocki, E. J.	10/22/17	Pens. (332)	Taylor, M. D.	10/22/17	
3	Saladino, F.	9/3/17	102	Veneziano, V.	4/20/17	265	Cratsenberg, G. L.	10/18/17	505	Green, D. H.	10/29/17	768	Pierce, R. H.	10/23/17	Pens. (629)	MacDonald, A. J.	7/21/17	
3	Salamone, M. F.	10/23/17	103	Cully, J. A.	7/18/17	265	TerMaat, R. D.	9/19/17	527	Hagan, V. A.	10/13/17	769	Fraijo, A.	10/9/17	Pens. (I.O.)	Ayers, D. M.	6/25/17	
3	Sandella, L.	8/14/17	103	Heanue, P. V.	8/13/17	269	Prendergast, B. G.	11/7/17	530	Roy, J. R.	10/2/17	769	Holland, B. R.	9/2/17	Pens. (I.O.)	Cropp, M. D.	10/6/17	
3	Saskin, A. J.	7/2/17	103	Hughes, E. C.	7/26/17	275	Smith, R.	11/11/17	531	Switzer, K. E.	10/18/17	796	Green, S.	8/13/17	Pens. (I.O.)	Dudley, J. D.	10/19/17	
3	Tibbetts, F. W.	10/13/17	103	Limardo, S.	8/26/17	278	Longoria, A. J.	11/27/17	551	Villa, F. R.	10/1/17	855	Boyd, P. G.	11/9/17	Pens. (I.O.)	Freije, A. E.	6/18/17	
3	Weinar, A. J.	10/20/17	103	McCarthy, P. B.	3/19/17	278	McMaster, W. N.	10/10/17	553	Hunsucker, J. M.	4/24/17	861	Coe, R. E.	10/8/17	Pens. (I.O.)	Geraci, J. P.	11/7/17	
3	Werbell, H. J.	10/1/17	103	Natsis, A.	11/19/15	288	Leer, W. R.	10/12/17	558	Rickard, B. L.	10/21/17	861	Dowden, A.	10/22/17	Pens. (I.O.)	Green, A. W.	9/6/17	
3	Wylie, D. R.	10/4/17	103	Rittenberg, P.	10/30/16	291	Price, H. L.	8/29/17	567	Foley, M. M.	8/18/17	861	Farnum, G. A.	10/10/17	Pens. (I.O.)	Harmon, R. W.	6/16/15	
5	Barthelemy, W. N.	8/27/17	103	Ross, A. T.	7/10/17	292	Madaras, R. L.	10/14/17	567	McKeen, R. R.	10/31/16	873	Blevins, R. P.	10/31/17	Pens. (I.O.)	Jaeckel, K.	3/16/17	
5	Dialoiso, F. A.	9/30/17	105	Hopkins, L. E.	10/15/17	292	Reiter, R. J.	7/6/17	567	Thomas, R. A.	5/18/17	903	Ladner, C.	9/22/17	Pens. (I.O.)	Kubli, W. G.	8/7/17	
5	Green, S. B.	9/24/17	111	Evans, J. A.	9/16/17	292	Rieger, L. R.	9/3/17	568	Gravel, M.	9/4/17	910	Antonucci, F.	9/25/17	Pens. (I.O.)	Lange, W. J.	9/18/17	
5	Hunter, T. J.	10/28/17	115	Stephenson, C. T.	10/1/17	292	Schwab, R. J.	10/2/17	568	Normandin, L.	6/28/17	915	McMurrian, F. C.	10/28/17	Pens. (I.O.)	Salvage, G. L.	9/23/17	
5	Kelly, R. P.	11/10/17	117	Gilligan, E. F.	2/6/15	292	Sieberz, J. C.	9/4/17	569	Frank, J. E.	10/28/17	915	Roper, F. M.	10/23/17	Pens. (I.O.)	Schnapp, D. D.	10/14/17	
5	MacDonald, N. J.	9/29/17	124	Cooksey, J. L.	9/18/17	303	Hook, C.	10/14/17	569	Marion, O. F.	10/13/17	915	Siegel, R. W.	11/6/17	Pens. (I.O.)	Sharpton, C. R.	9/28/17	
6	Boyle, D. R.	10/14/17	124	Houchen, D. E.	5/5/17	309	Kurtz, R. H.	9/20/17	569	Robinson, R. C.	10/3/17	932	Hawkins, W. H.	10/10/17	Pens. (I.O.)	Stephens, H. R.	7/4/16	
6	Twomey, D. G.	9/25/17	124	Kubick, H. G.	10/7/17	309	Minor, A. J.	10/22/17	577	Crafts, G. W.	10/5/17	934	Light, R. E.	8/7/17	Pens. (I.O.)	Taylor, A.	10/27/17	
8	Dusseau, V. J.	9/23/17	124	O'Connor, J. D.	10/20/17	309	Worthey, E. E.	4/30/17	584	Arey, J. W.	8/29/17	953	Hurlburt, S. J.	9/6/17	Pens. (I.O.)	Topping, K. W.	10/1/17	
11	Benisek, M. C.	7/1/17	124	Prater, J. E.	6/22/17	313	Navert, J. S.	8/21/17	586	Monaghan, E. V.	9/24/17	953	Schultz, K.	10/3/17	Pens. (I.O.)	Twigg, L. L.	6/23/15	
11	Ingle, T. S.	11/20/16	124	Wissman, D. L.	11/21/15	317	Ferrell, W. E.	10/17/17	602	Frisk, J. D.	10/17/17	956	Ram, A.	9/27/17	Pens. (I.O.)	Wallace, L. D.	10/9/17	
11	Purificato, G. J.	9/14/17	125	Farrell, C. L.	10/15/17	317	Sovine, W. R.	11/2/17	611	Bolin, R. E.	7/17/17	993	Robertson, K.	6/7/17				
12	McCurry, D. E.	11/7/17	125	Norman, K. R.	7/4/17	322	Currie, W. M.	7/13/17	613	Gasaway, E. D.	10/2/17							
14	Shaurette, R. E.	10/4/17	126	Bell, H.	11/1/17	325	Plestis, P.	11/17/17										
15	Aschenbrenner, R. F.	10/22/17	126	Mason, H. J.	5/29/17	332	Smart, L. J.	9/13/17										
16	Brewer, G.	8/20/17	126	Ruby, E. P.	10/16/17	332	Watson, C. L.	10/17/17										
17	Butler, J. M.	9/4/17	126	Talton, H. B.	10/20/17	343	Sylvester, R. H.	9/29/17										
17	Puz, L.	9/20/17	126	Vesey, T. F.	10/14/17	347	Thorne, T. E.	10/5/17										
20	Houston, J. F.	10/14/17	129	Curry, D. L.	9/17/17	349	Brown, H. G.	9/3/17										
20	Riddell, H. R.	9/26/17	130	Marion, E. S.	9/30/17	351	Quinn, J. F.	10/20/17										
21	Carlsen, E. M.	9/17/17	130	Rodriguez, L. K.	9/30/17	353	Budrow, V. O.	10/7/17										
24	Parks, H. S.	9/15/17	130	Weysham, L. W.	7/9/17	353	Campbell, G.	9/21/17										
24	Woollard, R. E.	10/3/17	134	Anders, A. R.	9/29/17	353	Carr, G. R.	10/15/17										
25	Roth, G. T.	8/22/17	134	Brucato, P.	9/13/17	353	Chirnside, R. S.	10/24/17										
26	Burner, D. B.	10/3/17	134	Daniels, R. J.	10/27/17	353	Grimshaw, J. J.	10/10/17										
26	Lumsden, W. S.	9/29/17	134	Gudmundson, S. H.	9/14/17	353	Langiano, V.	10/17/17										
26	Woodward, R. P.	10/12/17	134	Johnson, G. R.	9/11/17	353	Loewen, K.	9/26/17										
34	Mendl, L. L.	8/9/17	134	Martin, R. H.	10/20/17	353	Marasco, R.	9/15/17										
38	Arenswald, R. A.	10/8/17	134	McLaughlin, B. F.	10/3/17	353	Parke, R. S.	3/4/17										
40	Nathan, E. D.	10/15/17	134	Pape, J. A.	11/3/17	354	Aldridge, S. C.	1/21/16										
40	Neal, D. L.	9/23/17	134	Rodgers, C. W.	9/27/17	357	Dahar, M.	10/16/17										
41	Beamish, E. F.	9/3/17	134	Walsh, J. P.	10/1/17	357	Kingham, F. R.	5/19/17										
42	Avery, E. H.	9/18/17	134	Zelenika, T.	2/25/17	357	Tharel, E. A.	9/19/17										
43	Czunyi, S.	8/18/17	136	Johnson, H. P.	5/20/17	364	Bell, T. N.	12/3/16										
43	Johns, R. G.	10/15/17	136	Peters, J. R.	10/3/17	364	Golden, R. E.	10/31/17										
43	Smith, M. M.	9/26/17	136	Reeves, B. I.	9/5/17	364	Oake, W. G.	9/22/17										
46	Hunsaker, S. D.	1/28/17	139	Baker, V. H.	10/18/17	369	Buchanan, J. H.	9/24/17										
46	Overbay, R. L.	9/7/17	143	Bracale, F. M.	9/27/17	369	Duggins, S. J.	10/18/17										
46	Schwendiman, P. T.	6/3/17	143	Kepler, J. W.	6/25/17	369	Harris, J. L.	10/13/17										
48	Adams, J. W.	9/26/17	143	Stone, J. H.	9/23/17	369	Jones, R. R.	10/27/17										
48	Malbin, N. D.	10/2/17	146	Posteher, P. C.	10/18/17	369	Lathrem, R. T.	10/11/17										
48	Wright, J. S.	9/4/17	150	Bauden, H. J.	8/12/17	369	Minton, L. F.	10/8/17										
51	Ditto, C. W.	9/19/17	150	Hood, E. P.	10/14/17	369	Ziegler, D. E.	10/2/17										
53	Williams, R. P.	10/9/17	160	Thompson, R. D.														



# State of the Worker

Continued from page 1

federal agencies and boards filled with appointees hostile to workers.

The single biggest blow delivered to working Americans in 2017 was the GOP tax bill. Passed at warp speed five days before Christmas, it is a bottomless stocking full of gifts for big business and the rich. Any relief that middle- and lower-income Americans see will be temporary. As the Washington Post put it, "In the long run, most Americans will see no tax cut or a tax hike."

As for the claims that corporate tax cuts will "trickle down" and create new jobs, not even CEOs are playing along with that talking point. "Frankly, I think they are bonkers. It really doesn't work that way. No CEO sits there and says, 'When my tax rate goes down, I'm going to hire more people and pay them more,'" said David Mendels, former CEO of software firm Brightcove, speaking to Politico.

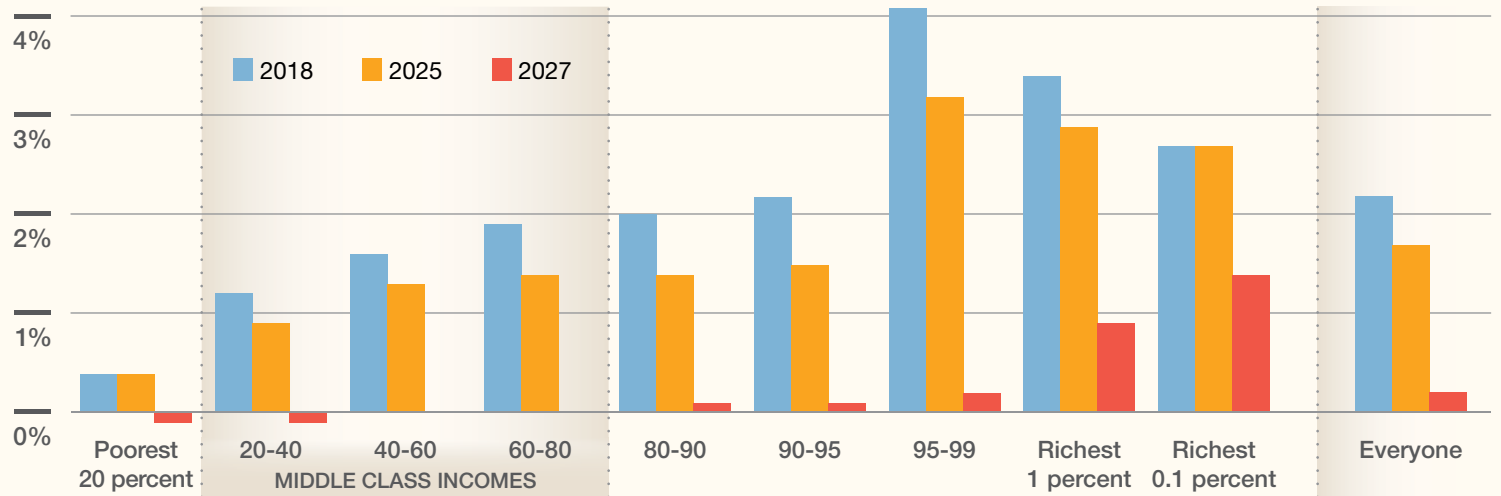
A Wall Street Journal event was a letdown for Trump economic advisor Gary Cohn, when he asked a roomful of CEOs to raise their hands if their companies would invest more if the tax bill passed. Only a few hands went up. Cohn asked why and "laughed a little to lighten the mood, but it didn't cause many more hands to rise," The Washington Post reported. The same story cited a Bank of America-Merrill Lynch survey in summer 2017 that asked more than 300 executives at major U.S. corporations what they'd do if a "tax holiday" allowed them to bring back money from overseas accounts:

"The No. 1 response? Pay down debt. The second most popular response was stock buybacks, where companies purchase some of their own shares to drive up the price. The third was mergers.



## Tax Cuts for the Rich

Change in take-home pay by income over time



The greatest tax cuts will go to the richest 5 percent of Americans under the GOP tax bill, and the meager tax cuts working families receive decline over time, mostly disappearing or turning into tax increases by 2027. Source: Urban-Brookings Tax Policy Center Microsimulation Model (version 0217-1).

Actual investments in new factories and more research were low on the list of plans for how to spend extra money."

Some of the bill's harshest critics are conservatives. "It is built on a foundation of lies," said Steve Schmidt, a former campaign manager for John McCain. "It adds more than a trillion [dollars] to the debt. No real conservative should vote for this."

Among hundreds of billions in tax breaks for the 1 percent, the bill doubles the amount — to more than \$22 billion — that wealthy couples can pass on tax-free to their heirs.

The outsized benefits for the rich are likely to quickly become a burden for everyone else, with looming cuts to Social Security, Medicare and other programs

that keep working families and retirees out of poverty. To many GOP lawmakers, even Social Security — which employees pay into their entire working lives — is an "entitlement" barely removed from welfare. Utah Sen. Orrin Hatch said in December, "I have a rough time wanting to spend billions and billions and trillions of dollars to help people who won't help themselves, won't lift a finger, and expect the federal government to do everything."

Washington Post columnist Jennifer Rubin was among many conservatives who rebuked Republicans for what they did and how they did it.

"The infuriating part of this is that none of the snake-oil salesmanship, the debt creation, the procedural sleights of

hands, the heightened income inequality, the secret deals and the contempt for voters was necessary," Rubin wrote. "A revenue-neutral corporate tax reform coupled with a payroll tax break for middle- and lower-income Americans was entirely possible — with wide bipartisan support. But that was not what Republicans, their donors and the fleet of lobbyists wanted. Republicans would have earned more respect if they simply fessed up to what they were doing. If they actually believed that leaving the super-rich and corporations richer than ever was good for Americans, they should have just said so."

You'll find more details about the tax bill and other assaults on working Americans inside State of the Worker. Undoubtedly, 2018 will bring new challenges, but also new opportunities. Our job and your job is to be vigilant, to stay informed, to educate others and, above all, to get out and vote for candidates who mean it when they say they'll fight for workers.

Asking candidates where they stand on the issues we explore in these pages is a good place to start. ■

## On GOP claims about corporate tax cuts:

**"Frankly, I think they are bonkers. It really doesn't work that way. No CEO sits there and says, 'When my tax rate goes down, I'm going to hire more people and pay them more.'"**

— David Mendels, former CEO of software firm Brightcove

## Fighting a 'Dead-Wrong' Tax Bill

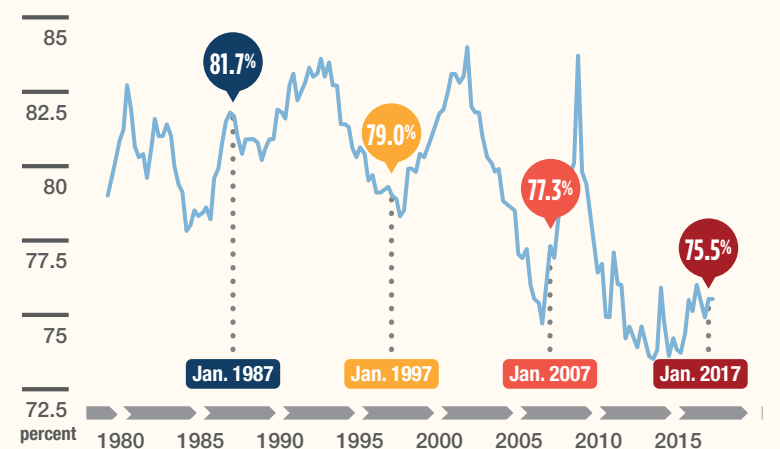


Hoping to change Sen. Susan Collins' vote on the GOP tax bill, a local IBEW president was among five protesters who staged a sit-in and were peacefully arrested in the senator's Bangor, Maine, office Dec. 4. "This bill gives massive tax cuts to the rich on the backs of working people. It was written by the rich and powerful for the rich and powerful," said Nick Paquet, an electrician in his second term as president of Augusta, Maine, Local 1253. "Senator Collins knows right from wrong, and this bill is dead wrong for Maine." Paquet thought Collins could be persuaded "especially because of who she represents. We're not well-to-do. We're a very scrappy part of Maine up here, and good-paying jobs are hard to come by." Ultimately, Collins voted with the Republican majority to pass the bill,

which President Trump signed into law Dec. 22. Paquet, at left in top photo, is pictured in Collins' office with three fellow protesters. Left, he smiled when the officer arresting him "asked if I had anything in my pockets. I said, 'Sure, I'm an electrician. I always have electrical tape in my pockets.' You can see it in my hands." ■

## Hoarding the Wealth

Workers' share of corporate income has fallen every decade over the past 30 years, despite occasional peaks above 80 percent. The last was October 2008, when workers received 83.7 percent of corporate income.



Source: Economic Policy Institute

STATE OF THE WORKER continued on page 10



Continued from page 9



## YOUR SAFETY

The truth about those regulations that White House wants to eliminate is that many of them prevent illness, injury and save lives, protecting American workers and consumers. Here's a sliver of some of the 850 rules that have been withdrawn, reversed or delayed over the past year:

### Killed:

- **Fair Pay and Safe Workplaces** required federal contractors to comply with 14 labor and civil rights laws and report violations. It let federal agencies give preference to contractors with clean records and required reporting of sexual harassment.
- **The Workplace Injury Rule** that required employers to maintain illness and injury records for five years has been narrowed to six months. It also bars OSHA from keeping employers' records longer than six months, making it impossible to establish an employer's pattern of violations and correct it.
- **Workplace exposure limits** for 500 hazardous chemicals, including carcinogens and neurotoxins are now gone.
- **The sleep apnea regulation** designed to ensure train and truck drivers are alert and well rested was eliminated, putting both professional drivers and civilian motorists at risk.

**“Any delay in a rule like the silica exposure standard means people will get sick. People will die.”**

— Safety Department Director Dave Mullen

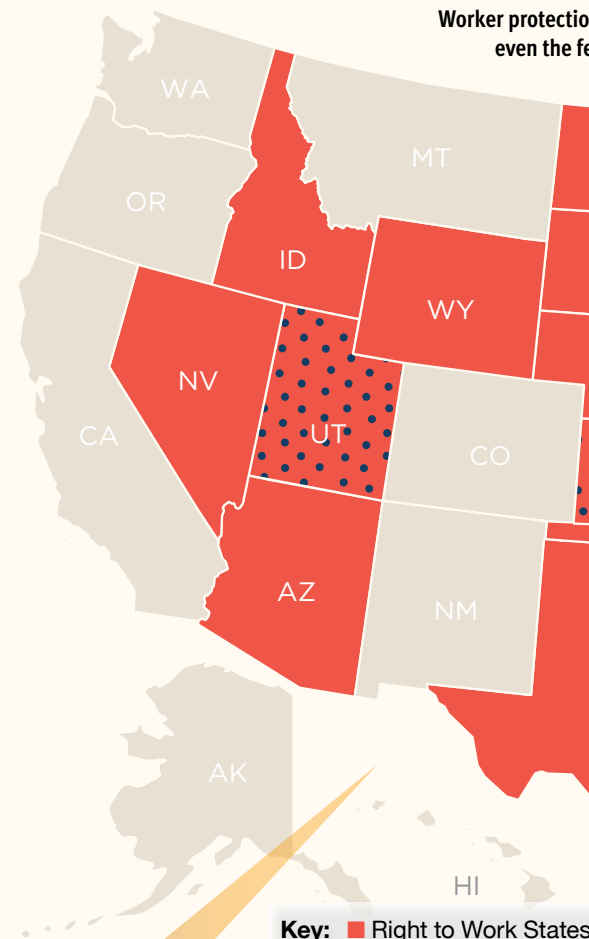
- **The Walk Around Rule** allowed third-party safety experts, specifically union experts, to join OSHA agents on worksite inspections.
- **An Obama executive order** requiring federal contractors to provide paid sick leave was rescinded.

### Delayed:

- **Beryllium:** Beryllium, commonly found in sheet rock, abrasive blasting materials and coal dust, is cancer-causing if inhaled, ingested or absorbed through the skin. Exposure standards were set to go into effect in 2017, but Trump officials reopened the regulatory process to eliminate protections for construction and maritime workers.
- **Silica:** Silica is common in concrete and dust exposure through demolition, drilling and cutting. Inhalation of silica dust affects 2 million construction workers every year, including many IBEW members. The rule has been delayed at least three months.
- **Chemical plant safety reporting.** Required companies to make public the chemicals they store on site and their safety plans in event of emergencies. Delayed until at least 2019.
- **Tracking of workplace injury and illness standards.** OSHA no longer keeps a public list of workplace accident victims, reducing the public's ability to hold repeat safety violators accountable. OSHA now only releases fatalities that a) result in a citation and b) occur in one of the 24 states and U.S. territories it regulates directly. ■

# State of the

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Worker protection  
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Key: ■ Right to Work States

## What are Pre-emption laws?

Pre-emption is the use of state law to override local or federal laws. It's being employed across the country to undermine federal and state laws and counties to improve the lives of working people. Two states have adopted pre-emption laws that target project labor agreements, the prevailing wage, minimum wage, paid leave and more.

## Roadblocks to Your Union Rights

Under President Obama, the Department of Labor passed a number of reforms to level the playing field for working people to join together in union and negotiate for fair wages and working conditions. The new Labor Department under President Trump, by contrast, is stacked with anti-union appointees, putting many of these previous wins in the crosshairs. Among them are:

STATUS:

### THE PERSUADER RULE:

Required employers to report the use of “union-busting” consultants hired to stifle organizing and to make public the talking points, scripts and letters produced by those consultants.

**DEAD**

### JOINT-EMPLOYER RULING:

The NLRB ruled in 2015 that franchise employees could hold parent companies — like McDonald's or other large corporations — responsible for workplace violations committed by their franchisees. It was reversed in December.

**DEAD**

### MICRO BARGAINING UNITS:

This Obama-era rule allowed unions to organize smaller groups within a workplace — a group of welders within an automobile factory, for example. Anti-union companies hated the practice because it allowed labor footholds within larger facilities, so the Trump NLRB did their bidding.

**DEAD**

### SHORTENED ELECTION TIMETABLES:

Organizing election timetables were shortened under President Obama's NLRB, but Trump's board is now seeking public input on the rule, the first step in killing it outright.

**ON LIFE SUPPORT**



## YOUR RETIREMENT

After adding more than \$1.5 trillion to America's national debt with tax cuts for the rich, Speaker Paul Ryan has already announced he intends to shift his focus to **cutting bedrock middle-class programs like Social Security and Medicare** to bridge the budget gap. Tens of millions of Americans — among them many members of the IBEW — have been paying into these critical programs for decades, and now they depend on them for their retirement security.

Trump's Department of Labor has also delayed President Obama's so-called “fiduciary rule,” which was finalized in 2016 to protect workers with 401(k)s and IRAs against corrupt financial advisors.

The Economic Policy Institute says **delaying the rule by even 18 months could cost retirement savers \$10.9 billion** over 30 years. “They are calling this a delay, but it's a transparent attempt to weaken or kill the rule,” EPI Policy Director Heidi Shierholz said. “The financial services industry, who has been lobbying heavily for this delay, are the only ones who stand to benefit.”

The rule couldn't be more basic: It requires financial advisors to act in the best interests of their clients, rather than steer them toward decisions that would reward advisors with kickbacks. As we all know, getting trusted advice can be the difference between a comfortable retirement and slipping into poverty.

Meanwhile, a Republican-sponsored bill in the U.S. House aims to do more damage by reopening the loopholes the fiduciary rule would close. ■



## YOUR TAXES

The Republican tax bill passed just before Christmas, and the new law will cost working families in the long run. Here's what you need to know:

- **The bill grossly favors corporations** and the mega-rich and contains provisions that directly enrich Trump and members of Congress who voted for it.
- **Tax savings for working Americans are miniscule** from the start and will vanish well before the cuts are set to expire in 2027. Some lower-income families will get no relief at all, or even see their tax bills rise.

• **Claiming the American dream** growth and income...  
• **Even the best** under...  
• **million,** gran...

When they do their job, federal agencies keep us safe on the job, protect our retirement plans and keep our air, water and land clean.

This administration's appointees to run those agencies, however, almost always come from the ranks of corporate owners, management or the lawyers who have worked, and will work again, for them.

In thousands of cases, there is no appointee at all. Those ranks include:



### Scott A. Mugno

Nominee, Assistant Secretary of Labor for Occupational Safety and Health

- Vice president of Safety, Vehicle Maintenance and Sustainability for FedEx Ground.
- Regulatory attorney for employers.
- Said “We've got to free OSHA from its own statutory and regulatory handcuffs.”



### David Zatezalo

Assistant Secretary of Labor for Mine Safety and Health

- Retired president and CEO of coal mining company Rhino Resources, known for battling efforts to boost mine safety enforcement.
- Under his leadership, Rhino mines were issued nearly \$2.1 million in fines for almost 160 workplace safety and health violations.

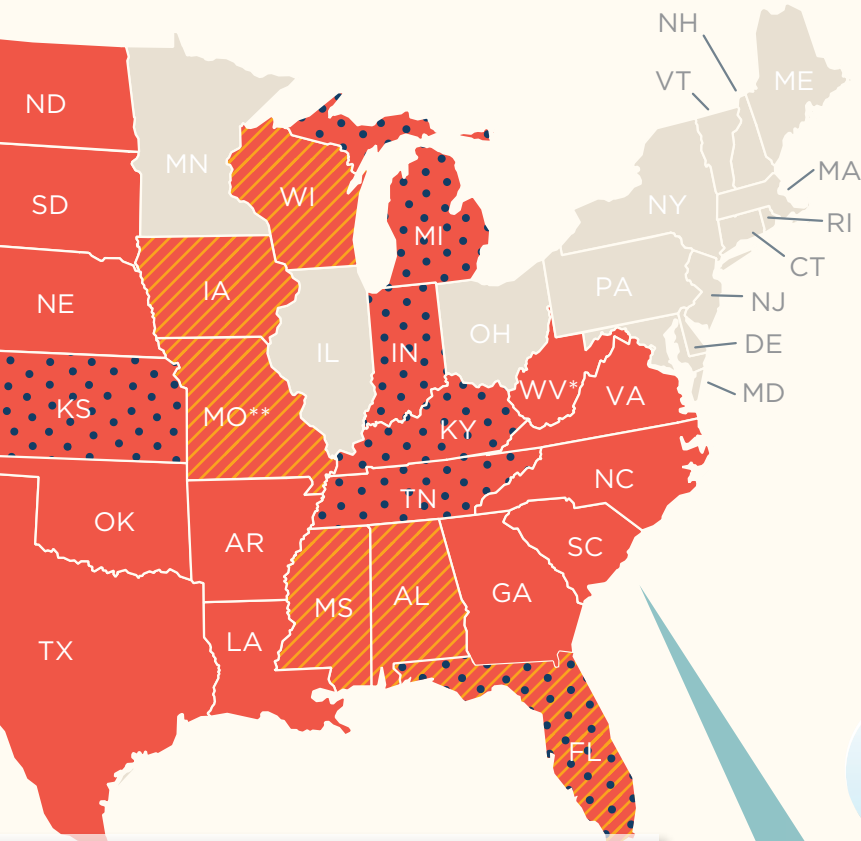
## Foxes Guarding



# The Worker

## Laws Hostile to Workers Are on the Rise

Attacks on workers are disappearing fast around the U.S., with some states legislatures outpacing the federal government when it comes to putting the screws to working families.



Pre-emption Law States: ● Prevailing Wage Law / PLAs

ordinances, and efforts by cities in twenty-six states for agreements, more.

### Other attacks on working families:

- This year, Iowa passed a bill similar to Wisconsin's Act 10 that gutted collective bargaining rights for public sector unions.
- Twenty states have eliminated prevailing wage laws that ensure liveable wages on state-funded construction projects, and several more states have weakened them. In those states, median construction wages are far lower — 21.9 percent — than states with prevailing wages.
- An effort to repeal the prevailing wage is underway now in Michigan, funded in large part by the state's chapter of the anti-union Associated Builders and Contractors.

While you may have seen a little extra money in your January paycheck, the consequences of the tax bill are the key takeaways:

Claims made about all the money working families will save are based on false assumptions about unrealistic economic growth and corporations voluntarily passing increased profits on to their employees.

Conservative economists warn that the federal budget deficit will explode under the tax bill by an estimated \$1.5 trillion, passing the mess to our children and grandchildren to fix.

- **Corporate tax cuts will be permanent.** Contrary to claims about job creation, tax breaks in the bill give companies incentive to move jobs offshore.
- **A \$10,000 cap on state and local taxes a person can deduct is a stiff penalty to working families in high-tax states.** Middle-class families in expensive real estate markets will face the pinch of a \$250,000 cut in the cap for the mortgage interest deduction. ■



## YOUR PAYCHECK

Worker productivity is up. Unemployment is down. History says working people should be reaping the benefits.

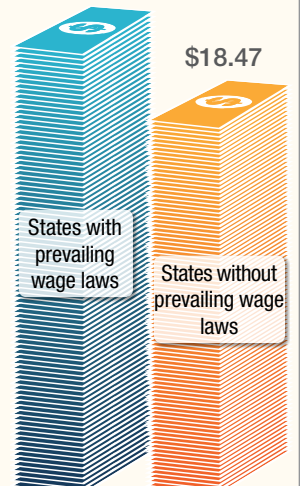
But wages are stagnant, and many economists — even some CEOs themselves — say the tax bill's largess isn't going to change that. Meanwhile, the White House, Congress and GOP-controlled statehouses are making things worse with new assaults on wage protections, such as:

- **Repealing Davis-Bacon.** Republicans in Congress introduced a bill last year to repeal the law that requires federal contractors to pay construction workers the local prevailing wage, which levels the playing field for union contractors. The bill stalled, but that won't stop them trying again. Similar efforts to cut construction wages are underway at the state level.
- **Overtime eligibility.** U.S. law requires that workers earning less than \$23,660 a year be paid time-and-a-half after 40 hours, a number that hadn't been adjusted for inflation in decades. In 2016, the Obama administration doubled the threshold to \$47,476, giving workers all over the country an immediate raise. After a federal judge sided with big business to block the rule, the Trump administration refused to appeal, taking money out of the pockets of hard-working families.
- **Stealing restaurant workers' tips.** Undoing an Obama-era rule to protect tipped workers, the Trump DOL wants to let restaurant owners collect all tips from wait staff making as little as \$7.25 an hour. Owners could divide the money (fairly or not) or keep it themselves without diners having a clue. Critics slam it as "Robin Hood in reverse" and "authorized wage theft."
- **Refusing to raise the federal minimum wage.** The hourly wage has been stuck at \$7.25 since 2009. While 29 states and Washington, D.C., have raised their minimums, workers elsewhere are stuck with a wage lagging far behind inflation. ■

Prevailing Wage = \$\$ in Your Pocket

\$22.52

\$18.47



Hourly median wage

Source: EPI Analysis, May 2015



## YOUR HEALTH

With Social Security, Medicare and Medicaid under scrutiny following the GOP's corporate tax giveaway, the health security of tens of millions of retirees and working poor is in jeopardy. Meanwhile, ballooning deficits place increasing pressure on these programs, which were already under strain due to the retiring baby-boom generation.

House Speaker Paul Ryan is focusing on more cuts. "We're going to have to get back next year at entitlement reform, which is how you tackle the debt and the deficit," he said. "Frankly, it's the health care entitlements that are the big drivers of our debt, so we spend more time on the health care entitlements — because that's really where the problem lies, fiscally speaking."

Making matters worse, the tax bill includes a repeal of the Affordable Care Act's individual insurance mandate, which the non-partisan Congressional Budget Office projects will rob 13 million Americans of health coverage and increase premiums for those who buy their own insurance by 10 percent each year over the next decade.

More uninsured means more strain on hospitals and emergency rooms, rolling back gains made over the last seven years, and renegeing on the promise of affordable, quality health care for all Americans. ■

## TRUMP'S BROKEN PROMISES

Candidate Trump made hundreds of promises about what President Trump would do in office, most prominently in his, "Donald Trump's Contract with the American Voter."

Here are just seven of the many promises he's broken or ignored in his first year in office.

1. "Spur \$1 trillion in infrastructure investment over ten years." **BROKEN — NO ACTION IN FIRST YEAR**
2. "Establish tariffs to discourage companies from laying off their workers in order to relocate in other countries and ship their products back to the U.S. tax-free." **THE TAX BILL INCENTIVIZES COMPANIES THAT OFFSHORE JOBS**
3. "Everybody is getting a tax cut, especially the middle class. The largest tax reductions are for the middle class. A middle-class family with two children will get a 35% tax cut." **TAX CUTS ARE AIMED AT THE SUPER-RICH. MIDDLE CLASS FAMILIES GET LITTLE**
4. "A Trump Administration will also ensure that we start using American steel for American infrastructure." **BROKEN — THE MARKET IS FLOODED WITH CHEAP CHINESE STEEL**
5. "I would not be a president who took vacations." **BROKEN**
6. "If I'm president, Carrier won't move to Mexico." **IT DID**
7. "We've got to get rid of the \$19 trillion in debt. ... Well, I would say over a period of eight years." **TAX BILL ADDS \$1.5 TRILLION TO DEBT**

## g the Henhouse



### Cheryl Stanton

Nominee, Administrator for the Wage and Hour Division, U.S. Department of Labor

- Spent most of her career defending employers charged with violating labor law, including Domino's and FedEx.
- Was sued last year for failing to pay her house cleaners. She has since settled her bill.



### Mick Mulvaney

Acting Director of the Consumer Financial Protection Bureau

- Current head of the Office of Management and Budget.
- Called the CFPB "a sick, sad joke" and tried to dismantle it when he was in Congress.



### Notable Vacancy

Assistant Secretary for Employee Benefits

- Oversees the security of retirement, health and other workplace benefits of U.S. workers and their families covered by about 685,000 private retirement plans, 2.2 million health plans, and similar numbers of other welfare benefit plans, which have \$9.3 trillion in assets.



# LOCAL LINES

## Two Contracts Ratified; Steward Training Classes

L.U. 10 (u), JOHNSON CITY, NY — We hope all our brothers and sisters enjoyed a happy holiday season. Good wishes to all for a healthy, happy and prosperous new year.

2017 was again a busy year at IBEW Local 10. New collective bargaining agreements were ratified at Cayuga Operating Co. and Steuben Rural Electric Cooperative. Local 10 Bus. Mgr. Gary Bonker and the negotiating committees are to be congratulated for their work.

The last of the steward training classes was recently completed. Having all the stewards trained in 2017 was a goal for Local 10. Stewards were brought in from across New York state and trained with help from I.O. Int. Rep. Jim Ayer and Third District Int. Rep. Julie Consenza.

Local 10 would like to thank all those serving in the military who couldn't get home to be seated at the holiday table. We also thank those IBEW brothers and sisters working to restore power who had to be away from their families during the holidays.

Please take time to remember those no longer with us. In solidarity.

*Don Tuttel, P.S.*

## Feb. 24 Awards Banquet; 'Rake Up Pueblo' Volunteers

L.U. 12 (i,o&se), PUEBLO, CO — On Nov. 18, IBEW Local 12 members participated in the annual SRDA Rake Up Pueblo event. SRDA is Pueblo's Senior Resource Development Agency. Each year volunteers work together to clean up the yards of seniors all around town. It was a beautiful fall day and our group was done in record time. Big thanks to those who showed up with rakes in hand to participate in the community service project.

On Dec. 9, Local 12 had its annual Christmas gathering at the meeting hall for members and their families. It is always so good to see everyone come together to enjoy the festivities and the spirit of camaraderie. After a delicious meal, there were presents for the children and even a treat or two for the grown-ups.

The 118th Anniversary Awards Banquet is scheduled for Feb. 24, 2018. We will recognize last year's graduating apprentices and the recently retired members. Additionally, IBEW service pins will be awarded. We'll have more details in the next correspondence.

*Susan J. Johnson, P.S.*

## Service to Community; Solar Array at Union Hall

L.U. 16 (i), EVANSVILLE, IN — The 24th Ritz's Fantasy of Lights was blessed with good weather and a small but dedicated crew for the extensive setup this annual event requires. Fantasy is the largest fundraising activity for the Tri-state Rehabilitation Center. It helps with the costs of therapy sessions for children and adults with disabilities in the Evansville area. Thanks to all who stepped up to help this worthy organization.

The membership recently decided to build a large solar array at the union hall. This solar installation, along with the use of LED lighting and more efficient HVAC equipment, should reduce the union's monthly electrical consumption by as much as 90 percent. It will also give the local some protection from future rate increases, serve as a "hands-on" training facility, and demonstrate the IBEW's proficiency in this emerging technology.

The cooking committee graced several Thanksgiving tables with delicious smoked turkeys. Proceeds for this fundraiser benefitted the sick and needy fund. Birds were also shared with a nearby homeless shelter to ensure that no one was left out. Special thanks to Bros. Brandon Gretler, Ricky Rush, Ryan McRoberts and Nick Vaught for making this possible.

*Donald P. Beavin, P.S.*

## Contract Negotiations

L.U. 24 (es,i&spa), BALTIMORE, MD — We recently settled negotiations on our Eastern Shore and Rommel agreements and are currently in negotiations with ABM Electrical Solutions (the old MET Testing), City Light & Power (CLP), and Triangle Sign. We are confident of reaching settlements with ABM and CLP.

Triangle's agreement expired on Nov. 30. As of this writing, we have met six times, twice as much as any other contract negotiations with Triangle in the past. Triangle's parent organization, Sinclair Broadcasting, is doing the negotiating this time. They are not a union-friendly company and it has shown at negotiations. If you see any members from Triangle, give them your support.

Our annual Children's Christmas/Holiday Party was a huge success once again. Most of the kids enjoyed a picture with Santa and all of them enjoyed the toy they received, as well as the puppet and magic shows and the food. It takes more than 50 volunteers to make this day happen, and I would like to thank all of them including their families, who also helped out. Without you, events like this don't happen. Thank you to all again.

*Peter P. Demchuk, B.M.*

## Scholarship Applications; Upcoming 2018 Events

L.U. 26 (ees,em,es,govt,i&mt), WASHINGTON, DC — I hope everyone enjoyed a wonderful holiday. Local 26 wishes you and your family the best for 2018! The local's annual Christmas parties/meetings were well-attended and enjoyed by our members.

Your representatives are hard at work negotiating a new inside and residential agreement. Thank you to those who sent in suggestions.

Scholarship time! Be sure to visit the local's website [www.ibewlocal26.org](http://www.ibewlocal26.org) for information and to download application forms for this year's Local 26 scholarship. The award is \$2,500 per year, for up to four years of college. Applications may also be obtained by calling the union hall (301-459-2900) and requesting that one be mailed to your home. The deadline to submit applications is March 31, 2018. Also, plans are underway for our annual Dollars Against Diabetes golf outing on Monday, June 4. And the JATC graduation is scheduled for Saturday, June 2.

The following members passed away since our last article: Wayne C. Shifflett, George C. Conley, Douglas B. Burner, Ralph P. Woodward, Richard A. Turner Jr., David E. Allison, John R. Simmel Jr. and David I. Davis. We extend condolences to their families.

Best wishes to new retirees: Paul A. Thompson Jr., William E. Beers, Theodore D. Dickenson, Lawrence D. Cooper, John D. Davis, William S. Warren II, Darrell J. Beachy Jr., Robert F. Cunningham, Fred Wiseman and Mark Burns.

*George C. Hogan, B.M.*

## Building Projects Underway

L.U. 38 (i), CLEVELAND, OHIO — A special thanks to Bro. Robbie Mauch, who dusted off his retired North Pole gear and filled in for an ailing Santa at the Local 38 family Christmas party on very short notice. This was much to the delight of the many IBEW children who got to tell him what they wanted for Christmas. The kids also enjoyed the variety show that followed and the gifts they received after the show. Thank you to all the Local 38 officers and members who volunteered to come out early on Sunday morning to help with the day's activities.

The Amazon job on the site of the old North Randall Mall is in full swing with many of our members on the project working for multiple contractors, including Ullman Electric and G&B Electric. The Amazon job on the site of the old Euclid Square Mall is scheduled to start in March. Steel is starting to go up on the 27-story Beacon Apartments job on Fifth Street and Euclid Avenue, and as it does Gateway Electric will continue to build its crew sizes. Lake Erie was select-

ed as the electrical contractor for the new 34-story apartment building project at Playhouse Square, which is scheduled to start soon.

*Dennis Meaney, B.M./F.S.*



*At the Local 38 Christmas party, Santa (aka Bro. Robbie Mauch) greets young Astrid and Guy Dominick.*

## Presentation of Awards — 2017 Annual Holiday Party

L.U. 40 (em,i&mps), HOLLYWOOD, CA — As another year came to a close, Local 40's annual holiday party for our membership was once again a success. Every year at this event, we honor our graduating apprenticeship class; recognize members for excellence; honor members for their years of service; and recognize our retired brothers and sisters for being the foundation on which the local was built.

Congratulations to our 2017 apprenticeship graduates: Scott Fitzgerald, Alan Larson, Kevin Okawa, Iley Sweeney, James Uccello and Juan Verde. Special congratulations to Kevin Okawa, Local 40's Outstanding Apprentice of the Year. Thank you to all for a job well done.

Recognition Awards were also given to Bros. Gary Woodson and Jeremy Bayer for their dedication and commitment to Local 40. The local also recognized, through the Code of Excellence Award, Bro. John Torosian for his excellent example of service in the motion picture industry, both on the job and in the union. This year's Longevity Award was presented to Bro. Morris Mahan, who throughout his career has worked with dedication on behalf of Local 40.

Local 40 continues its community service,

## Submitting Local Lines Articles

Local Lines are printed monthly on an alternating even/odd schedule. They can be submitted by designated press secretaries or union officers via email ([locallines@ibew.org](mailto:locallines@ibew.org)) or U.S. Mail. We have a 200-word limit. We make every effort to assist local unions in publishing useful and relevant local union news; however, all final content decisions are based on the editor's judgment. Our guidelines and deadlines are available at [www.ibew.org/media-center/IBEW-News-Media-Center/Submitting-Local-Lines](http://www.ibew.org/media-center/IBEW-News-Media-Center/Submitting-Local-Lines). Please email or call the Media Department at (202) 728-6291 with any questions.

## Trade Classifications

(as) Alarm & Signal	(et) Electronic Technicians	(mps) Motion Picture Studios	(rts) Radio-Television Service
(ars) Atomic Research Service	(fm) Fixture Manufacturing	(nst) Nuclear Service Technicians	(so) Service Occupations
(bo) Bridge Operators	(govt) Government	(o) Outside	(s) Shopmen
(cs) Cable Splicers	(i) Inside	(p) Powerhouse	(se) Sign Erector
(catv) Cable Television	(it) Instrument Technicians	(pet) Professional, Engineers & Technicians	(spa) Sound & Public Address
(c) Communications	(lctt) Line Clearance Tree Trimming	(ptc) Professional, Technical & Clerical	(st) Sound Technicians
(cr) Cranemen	(lpt) Lightning Protection Technicians	(rr) Railroad	(t) Telephone
(ees) Electrical Equipment Service	(mt) Maintenance	(rtb) Radio-Television Broadcasting	(tm) Transportation Manufacturing
(ei) Electrical Inspection	(mo) Maintenance & Operation	(u) Utility	(uow) Utility Office Workers
(em) Electrical Manufacturing	(mow) Manufacturing Office Workers	(ws) Warehouse and Supply	
(es) Electric Signs	(mar) Marine		

*Efforts are made to make this list as inclusive as possible, but the various job categories of IBEW members are too numerous to comprehensively list all.*



donating toys to the Salvation Army and hosting a food drive for the Hope of the Valley Rescue Mission to benefit the homeless. We as a local give back to those in the community who need help, and this service reflects the same principles of a union.

IBEW Local 40 wishes all our brothers and sisters a prosperous, happy new year and all the best in 2018.

*Stephan Davis, R.S.*

## Safety Record Achievement

L.U. 66 (o,t&u), HOUSTON, TX — IBEW Local 66 would like to congratulate its members at the Cypress Service Center of CenterPoint Energy in Houston on achieving five years without a lost-time accident at work.

Their commitment to working safely reflects the IBEW standard of excellence and sets a great example for everyone throughout the union!

*Greg Lucero, B.M./F.S.*

## Standing in Solidarity

L.U. 68 (i), DENVER, CO — Greetings, brothers and sisters.

In October last year, members and retirees of IBEW Local 68, along with our brothers and sisters from Locals 111 and 113, took part in an action at the Denver convention center on behalf of IBEW New York, NY, Local 3. Charter Spectrum CEO Tom Rutledge was the featured speaker at a business exposition taking place there. Nearly 1,800 members of Local 3 have been on strike against Charter Spectrum since March 28, 2017, while Tom Rutledge received over \$47,000 an hour. It was our privilege to let Rutledge know that no matter where he goes, the IBEW will be there!

We also attended a rally at Xcel Energy's offices in downtown Denver on Nov. 17. Denver Local 111, a line local, is in negotiations with Xcel as of this writing. Xcel has proposed massive cuts for current employees, as well as cuts to retirees' health and pension benefits, all while the company is also planning to raise rates for customers. Corporate greed must stop!

Local 68 retirees held their annual Thanksgiving luncheon at Wishbone Restaurant on Nov. 16. About 90 retired members and their spouses attended. All had a wonderful lunch and enjoyed the brotherhood and fellowship.

To all my brothers and sisters on the road, remember to stay safe!

We extend our deepest sympathy to the families of our recently deceased brothers: Allen Andrews, Neal Eyestone and Russell Liane.

*Morgan J. Buchanan, Pres.*

## 40-Year Service Award

L.U. 70 (lctt&o), WASHINGTON, DC — Pres. Paul G. Carter received his IBEW 40-year service pin, presented by Bus. Mgr. William "Tip" Tipton at the local's November 2017 meeting.

Bro. Carter was initiated into the IBEW in November 1977 as a groundman and soon after joined our ALBAT apprenticeship training program for journeyman linemen. He has served on the Local 70



Local 40 apprentice graduate Kevin Okawa (left) receives 2017 Outstanding Apprentice of the Year Award. At right is Bus. Mgr./Fin. Sec. Marc Flynn.

## Shop Steward Class; Apprenticeship Graduation

L.U. 46 (as,c,cs,em,es,et,i,mar,mo,mt,rtb,rts&st), SEATTLE, WA — The Puget Sound Electrical JATC held its annual graduation ceremony on Saturday, Oct. 28, last year. The 2017 graduating class totaled 137 with 88 inside wiremen, nine residential wiremen, and 40 Limited Energy apprentices completing the programs. IBEW Local 46 congratulates all the 2017 graduates!

The Local 46 Wireman Unit received a \$3.50 per hour wage increase effective Feb. 5, 2018. This is the final wage increase of our collective bargaining agreement, which runs until May 31, 2018. The Wireman Unit voted on how to allocate this wage increase at their December unit meeting. Our new wage rate on the check is over \$50 per hour!

Local 46 hosted a shop steward class on Nov. 28-29 with 23 members attending. Your local needs members willing to serve as shop stewards! If you are willing to be the steward on your job and you have completed the shop steward class, please contact dispatch and let us know. Our Bus. Mgr. Bud Allbery would like to have more stewards out on the job.

Our work picture remains strong! Thank you to all our members and travelers who have been manning our work. Our organizers continue to actively recruit unrepresented electrical workers using jobsite visits, advertising, our associate member program, and flyers.

*Warren Shill, V.P.*



At Local 46 shop stewards class. Front row, seated, William Oliver (left), Misty Wheeler, Brian Sher, Deirdre Williams, Katherine Lowe, Deborah Watson, Gary Dering, Charles Carter. Middle row: Xerxes Shelley, James Myers, Steve Fortin, Chris Boling, Gillian Burlingham, Jerry Berndt, Steve Rogers, Jeff Starr, Eric Vane. Back row: George Gladding, Larry Golden, Matthew Kirby, Jose Alcazar, Fredrick Mau and Jeff Sheeler.



Local 90 RENEW group sent care packages to 379th Expeditionary Aeromedical Evacuation Squadron.

Executive Board and as recording secretary. He has helped in organizing the nonunion sector and volunteered his services to various projects. Bro. Carter was elected local union president in June 2014 and re-elected in June 2017 for a second term.

Thank you, Bro. Carter, for all your loyal service to Local 70 and the IBEW.

*Jimmy Horton, P.S.*



Local 70 Pres. Paul G. Carter (left) receives 40-year service award presented by Bus. Mgr. William "Tip" Tipton.

## Family Festivities; Organizing & Education

L.U. 80 (i&o), NORFOLK, VA — We hope all our brothers and sisters enjoyed a happy holiday season. Best wishes to all for a safe and prosperous new year ahead.

Local 80 hosted its Children's Christmas Party on Dec. 2, 2017. It was the first year we did "Breakfast

with Santa." It was delightful to see our members along with their children enjoying the festivities.

The work picture for Local 80 has been slow, but we hope that this year work will be plentiful. We also look forward to continuing organizing new contractors and educating new workers about the benefits of being union. Also, to all brothers and sisters who are IBEW members, remember to be more active in your local. Attending local union events, volunteering and showing brotherhood are all important.

*Wil Morris, A.B.M./P.S.*

## Active RENEW Program; IBEW Community Service

L.U. 90 (i), NEW HAVEN, CT — The Local 90 RENEW program adopted the 379th Expeditionary Aeromedical Evacuation Squadron while they are assigned overseas. Local 90 second-year apprentice Kiernan Daly is assigned to the squadron and we here at Local 90 wanted to be sure Kiernan and the squadron knew the IBEW brotherhood have them in our thoughts. The RENEW group collected, packed and shipped nine large packages of supplies and goodies. We received a thank-you and the accompanying picture (at top, right) after the squadron received the first two of nine packages. We expect them to be surprised and enjoy everything once it all arrives. We thank them for their service and will keep them in our thoughts and pray for their safe return.

Once again IBEW Local 90 members have done their share for a worthy cause. For over 20 years Local 90 has donated countless hours to the setup for the Fantasy of Lights display. This is a big fundraiser for Easter Seals/Goodwill that runs from before Thanksgiving through the first of the year. Over a two-weekend period, the local had more than 80 members volunteering time for this cause. Thank you to the Local 90 brothers and sisters, our apprentices, and some of the members' families for helping this year. Remember to stay safe.

*Robert Woytowich, Pres.*

## Tradition of Giving; Stand for Working Families

L.U. 124 (ees,em,i,mar,rts,se,spa&t), KANSAS CITY, MO — The working class is being attacked at all levels. This is a real battle, with winners and losers. The scoreboard shows the top 1 percent now holds 38.6 percent of the nation's wealth, up from 33.7 percent in



## LOCAL LINES



Local 124 retirees and family assembled Christmas baskets for distribution.

2007. The bottom 90 percent now holds only 22.8 percent of the nation's wealth, down from 28.5 percent in 2007. There is a reason for this inequality. The system is rigged. We all know how the election turned out. Watch as Trump tries to "fix this rigged system" with his billionaire stacked cabinet. Tax cuts for the wealthy and additional taxes on the working class are part of his solution. Disenfranchising voters and intentional sabotage of the 2020 census are just some of his solutions to the rigged system problem. Pay close attention, sisters and brothers, and get involved. We can't afford many more of these anti-labor solutions.

At Local 124 we take pride in our charitable giving. Our retirees with spouses and family members volunteered their time to pack Christmas baskets with food for distribution. This annual tradition of giving is delivered to widows of members and any members in need. Over 100 baskets were prepared.

Steve Morales, P.S.

## Work Picture Steady

L.U. 130 (i), NEW ORLEANS, LA — The work picture is steady. The project at the New Orleans International Airport, which has been underway for about 18 months, is being delayed because of design changes and weather conditions; currently, that project has about 65 electricians working, but we still expect it to ramp up soon. The good news is a few larger projects will start up this year, including a turnaround at one of the local refineries.

2017 was a busy year with the election of officers in July, as well as health and welfare, safety, and apprenticeship business changes. We have also completed some major building improvements, which will minimize our liabilities and enhance the building's appearance for our tenants.

Apprentice Max Ruehle recently won the IDEAL Louisiana statewide competition that honored and showcased the abilities of electrical professionals and students/apprentices from across the country in a series of final head-to-head, bracket-style competitive challenges. The winners were sent to Disney's Coronado Springs Resort in Lake Buena Vista, FL, in November to compete for the national title. Max advanced to the semifinals before being eliminated in a very tough competition. We are all very proud of his performance and how he represented Local 130. Well



Local 130 apprentice Max Ruehle won IDEAL Louisiana statewide competition.

done, brother! [Editor's Note: To read more, see article "Members Take Home Top Prizes at National Electrical Competition," posted on the IBEW website at [www.ibew.org/media-center/Articles](http://www.ibew.org/media-center/Articles).]

Our annual Veterans Day picnic last year was a success. It was a beautiful day for a family outing to honor our veterans, whose service allows us to live in freedom. Thank you to all.

We hope everyone had a wonderful holiday season, and we wish everyone a happy new year ahead. May you prosper in good health.

Billy Buckel, P.S.

## 2018 Projects Scheduled

L.U. 146 (ei,i&rts), DECATUR, IL — Hope all our brothers and sisters had a happy holiday season. We celebrated with a festive event on Dec. 10 in Mt. Zion. All enjoyed food and refreshments with our brothers and sisters and their families, while the children enjoyed time with Santa Claus.

As we embark on a new year, we reflect on a pretty nice 2017. We do want to send well wishes to everyone, especially the families of our deceased members. We look forward to a prosperous 2018, with the upcoming May outage at Clinton Power Station, along with other projects set to begin this year. Solar farms seem to be the talk of the town, as we hopefully see a couple on the horizon.

We were saddened by the recent passing of three longtime members: John Allen, 72, who was a 49-year member; Phil Postehar, 74, a 51-year member; and Kenny Webb, 85, a 63-year member. We will all miss our Exec. Asst. Candy Carroll, who retired after 22 years of service. We also wish a long and healthy retirement to Dave Hillgoss, Bob Mansfield, Dave Stuart, Rich Underwood and Milo Ziemer.

Steve Tilford, R.S.

## Service Award Honorees

L.U. 150 (es,i,rts&spa), WAUKEGAN, IL — At our Christmas meeting we honored our retirees. Service pins and certificates were given to members with 50 years or more of service in the IBEW. The following members received 50-year pins: Ronald Bell, Robert Bruckner, Thomas Crittenden, Thomas Lindstrom, Thomas Love, Alex MacFarlane, Dave Makela, James Mulrone, Daniel Runyard, Dennis Smith, Virgil Stanphil, Paul Taulu, Leroy Vanderspool and William Yukna. Receiving 55-year pins were Donald Day, William Rivelli, Raymond Shebesta and John Sullivan. John Boghosian, Frank Pasquesi and Ronald Shottliff received 60-year pins. We thank them for their many years of service to Local 150.

The following members were presented watches upon retirement: Randy Ochoa, Marty Keller, Alan Stetz, John Rezmer, David Sproull, Phillip Cleveland, Thomas Templeton, Patrick Mueller, Gregory Taylor, George Suris, John Poll, Tom Foster, Paul Heraver, Glenn Solum, William Lichter, Kevin Harrington, Donald Carlson and Jeff Mihovilovich. We wish them all long and healthy

retirements. Enjoy, brothers! You've earned it.

Let's not forget the members we lost in 2017: Charles Conrad, Larry Mason, Eugene Timmer, Tom Repp, Russ Koch, Jim Holst, Mark Schulz, William Bock, Don Houghton, Edward Hood, Roy Flood, Daniel Vetter, James Behof and Mark Early.

Wendy J. Cordts, P.S.

## Green Bay Botanical Gardens Presents Award to IBEW Local

L.U. 158 (i,it,mar,mt&spa), GREEN BAY, WI — Local 158 has a longstanding, mutually beneficial relationship with the Green Bay Botanical Gardens, which every year puts on the Garden of Lights for the holiday season. The displays include well over 250,000 lights, and the event gets bigger every year. There were over 67,000 attendees in 2016, and the most recent holiday season saw the largest opening weekend for the event since its inception.

Local 158 recently was awarded the Corporate Partner of the Year award from the Green Bay Botanical Gardens. Our local is very honored to receive this award. Following is an excerpt from an article that appeared in the Green Bay Botanical Garden's winter publication: "IBEW Local 158 and their affiliated contractors began their relationship with the garden in 1998, shortly after we opened our doors. They supported our operations early on through our annual campaign and soon after became a sponsor of WPS Garden of Lights in 2002. They increased their support of the event in 2008 and have been a sponsor of the iconic caterpillar light display since then. As the garden has grown, their affiliated contractors have taken a role in several of our projects. Most recently, Eland Electric worked on the Donald J. Schneider Family Grand Garden project. We are so grateful for the leadership Don Allen, Business Manager for IBEW Local 158, and his team have provided over the years."

This is quite an honor for our local, various contractors and our community. Good wishes to all for a happy and healthy 2018!

Donald C. Allen, B.M.



IBEW Local 158 received award from Green Bay Botanical Gardens.

## 'Labor to Labor' Outreach — Electing Friends of Workers

L.U. 164 (c,em,i,o&t), JERSEY CITY, NJ — Nov. 7, 2017, was Election Day in New Jersey. As always, there was a lot at stake in this election — and we helped elect a new governor. Given the current political climate in Washington, we know how important it is that we have people in government who share the values of the hard-working men and women of this nation and those who know that union labor represents and

fights for those values every day.

To do our part, we help organize "Labor to Labor" walks to help educate our fellow union members on the issues and highlight those politicians who not only share our values but also are willing to join us in our fight. In Bergen County, Local 164 has been dubbed "the house of labor," because for years our hall has been the staging point for the walks.

In November, we helped elect New Jersey Gov. Phil Murphy, who joined us for a labor walk, attended one of our union meetings and held a rally at our hall to show his support for union labor. In attendance at the rally was one of his biggest supporters, former Pres. Bill Clinton. It was a proud moment for Local 164.

Warren Becker, V.P.



Attending a Local 164 political rally in 2017: then-candidate for lieutenant governor Sheila Oliver (left), former Pres. Bill Clinton, and then-gubernatorial candidate Phil Murphy.

## 2017 Holiday Festival & IBEW Community Volunteers

L.U. 246 (ees,i,rts&spa), STEUBENVILLE, OHIO — For the past three years, Fort Steuben has presented the Nutcracker Village and Advent Market. The 6-foot-tall, lifelike Nutcracker displays all have a different "business theme." They grow in number every year as does the festival — with live entertainment, hayrides, thousands of lights, and two 35-foot-tall Christmas trees. This is where Local 246 comes into play.

In 2016, members donated time to update the electrical panels. For the 2017 holiday season, we had a hand in erecting the main attraction, a 35-foot, steel-framed Christmas tree. Members worked alongside six other volunteers. The volunteers helped with transporting the tree from storage, building the metal frame, unboxing and inspecting thousands of



IBEW Local 246 members helped install a 35-foot, steel-framed Christmas tree for 2017 holiday festival.



branches, hanging the branches, decorating, and powering the tree and the train that encircles the tree. It was quite a day and we are proud to say that our help cut build time by more than half. Thank you to Local 246 members Frank Redmond, David Pietro and Jake Lilly for helping me and, more importantly, the City of Steubenville and Fort Steuben.

When asked why we help out with this holiday event, Local 246 Pres. Frank Redmond replied: "We try and stay active in the community and donate to good causes. This is a good cause as it brings the community together. Every year we try and do something for the Nutcracker Village."

*Eric Nutter, R.S.*

terms. We congratulate those groups that are able to establish and maintain positive work relations with their employers; it is those positive work relations that often help make possible such accomplishments. We continue to see increases in medical costs, which impact employee/employer contributions, as well as benefit restructuring due to such cost increases.

Congratulations to Larry Drake, Local 300 journeyman wireman, for completing the 2,200-mile Appalachian Trail (Georgia to Maine), during the summer/fall of 2017. Larry recently retired and felt like taking a walk — a long walk. Congratulations, Larry, on your successful endeavor and many more to come. I hear the John Muir Trail is the next best thing, but only 210 miles long.

*Jeffrey C. Wimette, B.M./F.S.*

## 2017 Service Awards

L.U. 306 (i), AKRON, OHIO — At our December meeting, IBEW service awards were presented to many working and retired members.

Receiving 25-year awards were: Nicholas Badalucco, Dan Bahmer, David Burt, James Carter, Gerald Dugan, John Dugan, Robert Elium, Elisha Garrett, John Green, Jeffrey Hammer, David Kinsinger, William Lemke, Sam Mazzupappa, Michael Might, Rodney Moore, Marc Morris, David Pace, Darryl Parker, John Pinney, Jerome Pinney, Joseph Tricaso, Douglas Varnum, Todd

Vinez, Robert Wolfe and Richard Wright.

Recipients of 50-year awards were: Russell Ciancio, Robert Hanlon, David Hinkle, Earl Krebs, John Quirk and James Sweitzer. Recipients of 55-year awards: Harold Bloom, William Deshon, Glenn Miller and William Proctor. Receiving 60-year awards were: Richard George, Glenn Hoppe, James Kendel and Edward Strabel. And the 70-year award recipient was Russell Beahn. We congratulate all and thank them for their longtime, dedicated IBEW service.



*The late Mark Douglas Sr., of Local 306.*

With great sadness we report the passing of retired Bros. Glenn Hoppe, Eugene Mortimer, Eugene Givens, Edward Strabel, Daniel Genet, Raymond Romito, Norman Hisao, Bernard Taylor and Mark Douglas Sr.

In addition to having served as a former business manager, the late Mark Douglas Sr. also served as Executive Board



*Local 340 retirees are honored at November 2017 service pin awards ceremony. Bus. Mgr. Bob Ward is standing at far left, and Vice Pres. Mitchell Newman IV is at far right, standing.*

member, recording secretary, convention delegate, and assistant business manager. He was a leader, a mentor, a friend and a great example of what it means to be a good union man. Mark always went out of his way to buy union and American made. Doing the same would be the best way for us to honor his memory.

*Thomas Wright, P.S.*

## 115<sup>th</sup> Anniversary Year; Annual Service Pin Ceremony

L.U. 340 (i,rts&spa), SACRAMENTO, CA — One of my favorite events at Local 340 is the yearly service pin presentation to acknowledge our retired members who are due pins for 50+ years of service. It was my honor to officiate a pin ceremony on Nov. 4, 2017, aided by local union Vice Pres. Mitchell Newman IV and Int. Rep. Michael Meals. Each of the service pin recipients took the microphone and shared a little story of their IBEW experience. That was a very humbling experience for all of us. [Photo at top, right.]

Dec. 2 marked Local 340's 115th Anniversary, and the local is thriving. We're moving into a new building; market share is growing and there's plenty of future work. So much of this is due to the hard work of the members who came before us and gave their all to Local 340.

On behalf of the officers and members of Local 340, I thank all IBEW retirees for their dedication, and I thank our current rank-and-file members for believing in the work we are doing and supporting our vision. Also, thank you to the families of all Local 340 members who've shared your loved ones with us as they pursued an electrical career in the IBEW by going to school, working long hours, traveling away from home, etc. Your support has helped build a better Local 340 and ensures that we will still be going strong for another 115 years.

*Robert D. Ward, B.M.*

## Work Outlook Strong

L.U. 364 (catv,ees,em,es,i,mt,rts&spa), ROCKFORD, IL — Our December union meeting was a big success with over 100 members in attendance. Years-of-service pins were distributed that night and everyone enjoyed a nice meal and good fellowship.

Local 364 began 2018 much as we left off 2017, with steady employment and plenty of work opportunities for our members. The project with the most impact is the new Mercy Hospital, which as of this writing has over 160 wiremen working on-site.

The work outlook remains strong in Local 364 as future projects start to take shape for 2018 including more hospital work, with Swedish American Hospital beginning another phase of its expanding campus. The long-awaited Green River wind farm is beginning to take shape starting in May of this year, in addition to our normal busy construction season.

We thank all the traveling brothers and sisters who have helped man our work over this busy time and look forward to continued success and prosperity throughout 2018. In Brotherhood.

*Brad Williams, P.S.*

## 100<sup>th</sup> Anniversary Celebrated; 2017 Election Year Successes

L.U. 400 (es,i&o), ASBURY PARK, NJ — Local 400 celebrated its 100th anniversary on Oct. 28, 2017. The spectacular event had members across several generations filling the venue to capacity. Attendees enjoyed a night to celebrate the many years of dedication to the Brotherhood and the success of our local. It was a pleasure to have our guests of honor — Int. Pres. Lonnie R. Stephenson, Third District Int. Vice Pres. Michael D. Welsh, and Int. Reps. Michael Hnatkowsky and Wyatt Earp — in attendance for this historic occasion for Local 400.

In yet another election year success, Local 400 Bro. Eric Houghtaling was re-elected in 2017 to the



*Local 280 members Mark Crenshaw (left), Jason Rickford, James Pape, Kris Milligan and Kermit Akin at the McKenzie-Willamette Hospital jobsite.*

## Welcome to New Members

L.U. 280 (c,ees,em,es,i,mo,mt,rts&st), SALEM, OR — As we move into 2018, we are staying busy and working at full capacity. A bustling economy has helped us organize a lot of great new members over the last couple of years and we hope to do the same this year.

We are preparing for our second annual New Member Dinners, where information about all our benefits and the various aspects of being a member will be provided to all the incredible electricians who have recently joined IBEW 280. The new members' partners/spouses will also be invited to the dinner. We will try to deliver this important info over a nice meal with table clothes and drinks. Last year's event was informational yet really fun, and we are looking to step up the game even more this year.

We hope to welcome a lot of traveling IBEW brothers and sisters who decide to help us with some of our expected projects this year. If you haven't experienced the beauty of Oregon's lush Willamette Valley or the splendor of central Oregon's High Desert region, you should consider IBEW Local 280 in 2018. Just make sure you pack all your outdoor gear to guarantee the full experience.

*Kail Zuschlag, Organizer*

## Contracts Ratified in 2017

L.U. 300 (govt,i,mt&u), MONTPELIER, VT — I hope everyone made it through the holidays unscathed and is still holding strong on any New Year's resolutions made. Local 300 and its members look forward to a new and vibrant year for all. Keep your chin up, as winter is here for only two more months (at least in Vermont). Then it's mud season.

IBEW members employed by Burlington Electric Department and managers from the department participated in an awards ceremony with City of Burlington officials to present the winning sixth-grade students recognized for their effort and creative artwork for the Energy Efficient Calendar Contest.

We ended 2017 with many contract agreements being settled and ratified, for upwards of five-year



*IBEW Int. Pres. Lonnie R. Stephenson (front row, eighth from left) visits Local 400.*



## LOCAL LINES

New Jersey General Assembly, representing the 11th Legislative District. Thank you to IBEW Int. Rep. and Central Labor Council Pres. Wyatt Earp, Bro. Jim Moran and Asst. Bus. Mgr. Robert Shimko for their countless hours spent during this election cycle devoted to energizing, organizing, and guiding our membership to help our friends of labor get elected. We also congratulate IBEW Local 269 Asst. Bus. Mgr. Wayne DeAngelo and Local 456 Bus. Mgr. Joseph Egan for their re-election to the New Jersey General Assembly. Great representation from the IBEW in the state of New Jersey.

Raven Morris, P.S.

## 'Celebration & Education' — Updates from Memphis

L.U. 474 (em,i,lctt,o,rtb,rts,spa&u), MEMPHIS, TN — Members and family of Local 474 held our annual Monster Mash, celebrating the autumn season with a cookout and fun for all. Members smoked 120 Boston Butt roasts overnight. The roasts were sold, raising over \$8,000 for the Local 474 members' sick and needy fund. The kids enjoyed games like "chicken drop" and "quarters in the hay stack," while we threw horseshoes and ate barbecue.

Ten men completed a COMET Train the Trainer course provided by the I.O. Those attending learned a lot about organizing, teaching, and forging a way forward for our union's growth. More than one wireman was surprised to discover a knack for speaking in front of a group. All are excited about spreading the message of how we intend to grow our membership.

Local 474 received a charter for a RENEW committee. A group representing multiple ages and classifications met for the first time in November and plans to have a committee with bylaws in place by press time.

Work is still strong in Memphis. At the time of this writing calls have slowed for the holiday season, but are still coming in every day, often remaining unfilled. Come by and see us.

"Memphis-on-the-Mississippi,"

J. DeWitt, P.S.

## 80 Years of Membership

L.U. 480 (em,i&mt), JACKSON, MS — On Sept. 12, 2017, an individual milestone was achieved in the history of the IBEW. Bro. Clarence England, who just turned 100, was presented with his IBEW 80-year service pin. Bus. Mgr. Brooks Martin and Retirees Club Pres. Terry Goza were among the members who attended this special event.

Bro. England was born June 1, 1917. He was initiated into the IBEW on July 7, 1937. After 40 years of service to Local 480, he retired July 1, 1979. Charles is

one of only five IBEW members throughout the entire United States who received an 80-year pin in 2017. Here is a man who witnessed the labor movement during its heyday in America.

We all wish Bro. England many more blessed years of retirement. As does the IBEW wish a long and dignified life to all its members. Bro. Clarence surely is to be commended as an exception to the norm regarding longevity of service.

Stephen Magee, R.S.



Local 480 retiree Clarence England (center) receives IBEW 80-year service award. Extending congratulations are his wife, Lavonia, and Retirees Club Pres. Terry Goza.

## Service Pin Awards

L.U. 558 (catv,em,i,lctt,mt,o,rtb,rts,spa&u), SHEFFIELD, AL — Greetings, brothers and sisters.

The Service Pin Awards event is always a special night for our local. It is an honor to recognize those who have given back so much throughout their careers and hear their words of wisdom. Every year, we look forward to this event and enjoy seeing those who are living the American dream of retirement. In 2017, we celebrated eligible honorees who have years of service ranging from 25 through 70 years.

We are excited to announce that the upcoming expansion at the Huntsville Toyota facility will be completed by one of our own signatory contractors, Elk River Mechanical Controls LLC. Although our work picked up in the latter part of 2017, this is a much-needed boost for our construction sector.

At press time, we are preparing for our local's 100th anniversary on Feb. 28, 2018, with a celebration scheduled for March 2. We hope this event will be one to remember and a night to reflect on the challenges endured and the successes achieved by our local throughout this century. So many families have been positively impacted by the IBEW and Local 558.

We send our best to the entire Brotherhood and hope 2018 will be our strongest year ever with immeasurable growth.

Tony Quillen, Pres./A.B.M.



IBEW Local 606 RENEW Committee volunteers, standing, from left: Devin Edwards, Anthony Shipman, James Graziano, Elisabeth Harrington, Waylon Leak and Sean Donnelly.

## 'Best Electrical Shop' Award

L.U. 584 (ees,em,es,i,rts,spa&u), TULSA, OK — Happy new year, brothers and sisters.

2017 closed out on a high note for our local union, with IBEW 584 signatory contractor Holtz Electric Inc. getting voted by Bartlesville Examiner-Enterprise readers as the best electrical shop in the city.

Congratulations to all the hardworking and talented brothers and sisters who have helped complete jobs large and small for Holtz Electric. This award speaks volumes about your skill, professionalism and commitment to getting the job done right. Check out the paper's profile from the Sunday, Nov. 19, 2017, special edition at this link: <http://bit.ly/holtzelectric>.

Thanks also to all the IBEW 584 local union brothers, sisters, friends and family who attended our Christmas party on Dec. 9. Hundreds of attendees help make this a fantastic event, and we look forward to more opportunities to gather and share in brotherhood this year. Visit [www.ibew584.com](http://www.ibew584.com) for a full list of service pin recipients and for photos and

video of the big event.

We anticipate an improved work picture this year to help get our members off the books and onto the job-site. Thank you for all that you do at work and in the community to help make IBEW 584 the professional organization that it is. Work safe, look out for one another, and we will see you at the next union meeting.

In solidarity,

Jeff Sims, B.M./F.S.

## RENEW Committee — Community Service Volunteers

L.U. 606 (em,es,i,rtb,spa&u), ORLANDO, FL — The Local 606 RENEW Committee recently volunteered their skills to do electrical work for a young woman who has disabilities and could not afford to have the work done. [Photo, top right.] Led by JATC Instructor Sean Donnelly, apprentices spent a weekend giving back to the community. Our RENEW Committee is growing and has many projects on the drawing board.

It has been an exceptionally difficult time recently for Local 606 with the death of several members. We are saddened to announce the passing of former business manager Doug Dagley; former assistant business manager Jimmie Singletary; Examining Board member Jason Richards; and Disney Apprenticeship Committee member and former JATC instructor Kareem Patterson. All four of these brothers passed away in the fall of 2017 within a period of 33 days, so we at Local 606 are heartbroken and shocked by their loss. Each of these brothers worked tirelessly to make Local 606 a better local and they all will be sorely missed. We ask that you keep their families in your thoughts.

Work in our jurisdiction continues to be very good. Our signatory contractors continue to pick up work and the construction boom shows no signs of letting up. There are many opportunities for travelers, with the calls going into Book 2 on a regular basis.

Fernando Rendon, P.S.



IBEW Local 584 Bus. Mgr. Jeff Sims (second from right, at rear) presents 60-year pins to Bros. Charlie Bertalot (left), Joe Javine and Tom Hodges.



At Local 558 Service Pin Awards ceremony in 2017.

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## Historical Society Exhibit

L.U. 654 (i), CHESTER, PA — The Delaware County Historical Society requested each trade union to donate time, tools, artifacts, and local union information for a special exhibit.

The museum is located across from Chester City Hall, on Avenue of the States, near Fourth Street.

We provided a copy of our charter along with the basic history of IBEW Local 654, as well as associated pictures. In a display case for the exhibit, Local 654 placed donated tools, components, books and a few other items that represent our history, so those who visit can see and appreciate how far we all have progressed since 1939.

It is truly a great feeling that Delaware County wants to recognize the efforts of organized labor in our community. We thank the Historical Society and all who participated to make this exhibit come to life.

John Bondrowski, P.S.



IBEW Local 654 provided display materials for a special exhibit at Delaware County Historical Society.

Contractors Inc. (ABC), which represents nonunion contractors, and the Devos family. This fall we must defeat this ballot measure. Don't believe the lies featured in the anti-union advertising campaigns, falsely claiming that repeal would save taxpayer dollars on state projects. The only dollars saved would be contractors' money that won't go to workers. [Editor's Note: To read more, see "Attacks on Michigan's Construction Workers Continue," posted on the IBEW webpage at [www.ibew.org/media-center/Articles](http://www.ibew.org/media-center/Articles).]

Now a glimmer of hope ... another ballot initiative is the redistricting proposal. This initiative would take the redistricting of congressional and legislative districts, which happens after every census, out of the hands of the Legislature. Under this proposal, redistricting would be in the hands of a nonpartisan commission, to prevent gerrymandering and all the crazy districts drawn to the advantage of one political party, usually the party in power. This is a totally grass-roots movement with not

one dollar spent collecting signatures — and it involves mostly retirees and civic-minded people sitting in shopping malls and other public locations to collect signatures. Let's reward their unselfish work for the good of the state and its people.

The Local 692 children's Christmas party was a great time for all. Highlights included Christmas songs and crafts, cookies and hot chocolate, gifts from Santa and Mrs. Clause — lots of fun for everyone. Many thanks to Season Holdwick and Erica Brady and her elves for a wonderful event.

Mark Thompson, P.S.



Brendan Kelly (third from right), Democrat candidate for U.S. Congress from Illinois, recently met with IBEW Locals 51, 309, 649 and 702 to receive their endorsement. From left: Local 309 Asst. Bus. Mgr. Steve Duft, Local 51 Bus. Mgr. John Johnson, Local 702 Bus. Mgr. Steve Hughart, Brendan Kelly, Local 309 Asst. Bus. Mgr. Scott Tweedy, and Local 649 Asst. Bus. Mgr. Terry Shewmake.

lent state legislator when we elect him in November.

We recently welcomed Ryan Suits to the IBEW Local 702 Executive Board. Ryan replaces longtime board member Dick Hill, who recently retired. Bro. Hill was an outstanding ambassador for the local; we wish him the very best in his retirement and are excited to have Ryan on as the newest board member.

In Poplar Bluff, MO, we are in contract negotiations with M&A Power Cooperative as of this writing. We are also in negotiations with the City of Poplar Bluff Municipal Utilities division for two separate contracts, one for the Electric Department and one for the Water & Sewer Department.

At this writing, our referral books are as follows: Inside Construction — 116, Outside Construction — 20, Line Clearance — 3.

Mark Baker, B.R./P.S.

## Officer Transitions & Community Service

L.U. 776 (i,o,rts&spa), CHARLESTON, SC — The last few months have been full of positive changes in our Local 776.

As reported in the November 2017 issue of The Electrical Worker, our former IBEW Tenth District Rep. Lindsey Nelson retired in July 2017. Our local's former business manager of nine years, Chuck Moore, was appointed to replace him as a Tenth District international representative.

Int. Rep. Moore is one of the most hard-working, involved and thoroughly knowledgeable union officials we have ever had, and he leaves our local many times stronger than he when found it.

Our new Local 776 Bus. Mgr. James Hollman formerly served as local union president and is a stalwart, longtime member. We remain in very good hands. We look forward to a new era of growth and community involvement as our work picture continues to grow. People and businesses are finding that Charleston is a beautiful place with a great quality of life where business also thrives.

We recently formed a committee to help Habitat for Humanity by wiring a couple of houses that Habitat is building for a veteran and some other folks with acute housing needs. This is a great way to help the community and raise the awareness of and respect

for the IBEW, and it is a training opportunity as well.

Andy Weiner, P.S.

## 2018 Contract Negotiations; Solidarity & Community Service

L.U. 1116 (em,lctt&u), TUCSON, AZ — Organizing was our main focus for 2017. We attempted to organize the linemen at Sulphur Springs Valley Electric Cooperative; however, unfortunately, we did not emerge victorious. SSVEC is the only cooperative in Arizona still operating without a bargaining agreement. Thank you to everyone who took the time to help us with the campaign; your help was valuable and it is appreciated!

Negotiations have been completed for the TRICO unit. Negotiations scheduled for 2018 include Tucson Electric Power, TEP & Springerville Generating Station (SGS) Power Production, Unisource Gas and Southwest Energy Solutions.

We encourage our members to volunteer their time in their respective communities in 2018. If you do not already have an IBEW volunteer shirt, please contact local union Pres. Greg Carter. In most cases, the union isn't given credit for the volunteer work our members do, and we want to make sure that the communities we live in see us as proud union members.

Our retiree group continues to be active; if you are interested in meeting up with them, contact the union hall and we will have Gene Penta contact you.

Stay safe out there; we are working with fewer people all the time, and as we get tired, mistakes are more likely. Take your time and follow all safety procedures. Nothing is as important as your life.

We look forward to a successful new year ahead, but we need your participation to reach our goals. Please attend your regular unit meetings as often as you can. We look forward to seeing you!

Sharon Williams, P.S.

## Contract Negotiations — Member Participation is Key

L.U. 1466 (u), COLUMBUS, OHIO — IBEW Local 1466 would like to thank all our members for a great 2017. In 2018, we will continue to fight to advance the interests of our members.

As we finish up negotiations with American Electric Power, we'd like to remind our members that we will be having an upcoming vote on the proposed agreement. This will be for a three-year contract. Please be sure to contact the union hall and attend your local union meetings to make sure you get an opportunity to vote. This is your chance to make your voice heard in the workplace and have an effect on your job, pay, and working conditions. The decisions of this local union are made by the members, and we are encouraging everyone to make sure they vote!

Jimi Jette, P.S.

## 2017 Virginia Elections — Wins for Working Families

L.U. 666 (i,mt&o), RICHMOND, VA — As 2017 drew to a close, things were looking promising in the jurisdiction. In Virginia, the November 2017 statewide election results were very encouraging, and several new delegates have filed promising bills, such as proposed legislation that would repeal a recent law prohibiting project labor agreements (PLAs) on state projects. The work picture also looks to be good for 2018 in our area.

Best wishes to recent retirees: Jesse S. Utt, Kenneth W. Whitlock, John D. Catlett, Larry H. Covey, James D. Stargardt, Edgar A. Trainum Jr., Leroy Vanfossen Jr., James F. Adams, David M. Capps, William M. Neville, Thomas W. Raabe III, Roy L. Allen, Charles L. Burcham, Keith L. Lipscomb and David L. Lowmaster.

Charles Skelly, P.S.

## Stand Strong for Workers; Upcoming Ballot Measures

L.U. 692 (i,mt&spa), BAY CITY, MI — Greetings, brothers and sisters.

Here we go again — the Republicans have their signatures to put a prevailing wage repeal on the ballot this fall. Gov. Rick Snyder has vowed to veto any repeal of prevailing wage; however, with a ballot initiative, the state Legislature can go around the governor and get their holy grail and the gratitude of their masters, the Associated Builders and



At the Local 692 children's Christmas party: Pres. Pat Nitschky, Mrs. Clause, organizer Ryan Charney, Santa, and Bus. Mgr. Travis Brady.

## IBEW Member a Candidate For Illinois State Legislature

L.U. 702 (as,c,catv,cs,em,es,et,govt,i,it,lctt,mo,mt,o,p,pet,ptc,rtb,rts,se,spa,st,t,u,uow&ws), WEST FRANKFORD, IL — On Oct. 24 last year, we were proud to have Bus. Mgr. Steve Hughart formally introduce Local 702 Bus. Rep. Jason Woolard as a candidate for the office of state representative of the 117th House District in Illinois. Bro. Woolard is also president of the Southern Illinois Central Labor Council, where they raised over \$24,000 for the 18 food pantries in the 16 southern Illinois counties. It is because of Bro. Woolard's efforts like this that he will make an excel-





International Brotherhood of Electrical Workers

*The Electrical Worker* was the name of the first official publication of the National Brotherhood of Electrical Workers in 1893 (the NBEW became the IBEW in 1899 with the expansion of the union into Canada). The name and format of the publication have changed over the years. This newspaper is the official publication of the IBEW and seeks to capture the courage and spirit that motivated the founders of the Brotherhood and continue to inspire the union's members today. The masthead of this newspaper is an adaptation of that of the first edition in 1893.

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**FROM THE OFFICERS**

# Don't Get Mad. Vote



**Lonnie R. Stephenson**  
International President



**Kenneth W. Cooper**  
International Secretary-Treasurer

**T**he late New York Sen. Daniel Patrick Moynihan once said: "Everyone is entitled to his own opinion, but not to his own facts."

This issue of the *Electrical Worker* is packed with some hard-hitting facts about how working people and the labor movement have fared under this administration and Congress in the last year, and regardless of your political affiliation or who you voted for, it is hard to argue that the record is anything but disastrous.

Our report speaks for itself, but here are just a few of the worst attacks on our rights at work since January 2017:

- The Trump administration reversed two labor law reforms, making it easier for employers to use union-busting firms to intimidate employees and harder for workers at some of the nation's biggest employers to hold those companies responsible for labor law violations.<sup>1</sup>
- It put on hold a Department of Labor protection that forced financial advisors to put their clients' needs first, not kickbacks to their industry friends.<sup>2</sup>
- It killed a rule that required federal contractors to comply with labor and wage laws<sup>3</sup>
- And it reversed a decision that allowed union safety experts to join OSHA inspectors in workplace safety visits<sup>4</sup>

Then late last year, right before the holidays, Congress passed a tax bill that did nothing for middle class families. It was a massive giveaway to big multinational corporations and the top 1 percent — who would receive 83 percent of all tax cuts — while providing minimal or nonexistent tax cuts for most everyone else. In fact, more than 70 million households making less than \$100,000 a year will see their taxes rise over the next decade, according to the nonpartisan Tax Policy Center.

Making matters worse, Speaker Paul Ryan announced he intends to come after your Social Security and Medicare next, vowing to slash spending on both programs later this year. What he doesn't tell you is that he's attacking your retirement security because he and his fellow Republicans blew a \$1.5 trillion hole in the federal deficit with the tax bill's giveaways to the very richest Americans.

While it gets less attention than the goings on in the White House and on Capitol Hill, it's in the states where the labor movement has absorbed some of the worst damage. Since 2010, three states have repealed prevailing wage laws and five have passed right-to-work legislation.

We want to make perfectly clear that the IBEW is not a partisan organization. We are not out to bash Republicans — certainly not our brothers and sisters who happen to support them. But if you care about this union and cherish the good things it has brought you, then the question you must ask is this: how do any of the policies we describe — whether coming from Donald Trump, Paul Ryan or Scott Walker — help you? Do they strengthen our rights and ability to collectively bargain for good wages and benefits? Do they make our workplaces safer and guarantee unions have a place at the table when it comes to safety? Do they help create an economy that rewards hard work and encourages economic opportunity regardless of one's financial background? Or do they weaken everything we fight for?

We know all too well that the Democratic Party has let us down in the past, that the party has sometimes ignored the needs of working people or that some of its representatives have fallen short when it comes to issues like energy and trade.

But this is not about party. It is about stopping those who want to use their legislative power to hurt the labor movement and working families. And it is about making sure that we are using our power and knowledge as IBEW members to help make positive change happen — from the bottom up.

We can only do that if every single IBEW member is registered to vote. That's the first step. The second step is making sure you are part of your local's grassroots political program.

Believe us; these programs are not about pushing a party line. They are about asking the hard questions of candidates from each party, clarifying who will stand with the IBEW on the issues that matter to our families and us and holding every elected representative accountable to their promises. And they're about talking about those issues with your co-workers and families.

This November, we have the chance to choose all 435 members of the House of Representatives 33 of our senators, 39 governors and thousands of members of state legislatures from New England to Alaska.

So, if you don't like what is happening to your future, to your family's future — whether in Washington or in your state's legislature — and if you're concerned about the direction our nation is headed, then don't get mad. Get mobilized. ■

1 [bit.ly/TrumpNLRBDecisions](http://bit.ly/TrumpNLRBDecisions)

2 [bit.ly/EPIFiduciaryRule](http://bit.ly/EPIFiduciaryRule)

3 [bit.ly/FairPaySafeWorkplaces](http://bit.ly/FairPaySafeWorkplaces)

4 [bit.ly/WalkAroundRule](http://bit.ly/WalkAroundRule)

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We welcome letters from our readers. The writer should include his or her name, address and, if applicable, IBEW local union number and card number. Family members should include the local union number of the IBEW member to whom *The Electrical Worker* is mailed. Please keep letters as brief as possible. *The Electrical Worker* reserves the right to select letters for publication and edit all submissions for length.

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Or send by email to: [media@ibew.org](mailto:media@ibew.org)

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## “LETTERS TO THE EDITOR”

### Gratitude for Hero Linemen

I'm writing to say thanks to a group of line persons (men and women) from [Hartford, Conn.] Local 42, who came to our Caribbean island, called Water Island, and did a fabulous job repairing our damaged power poles and equipment.

They returned our power in record time. They were efficient, professional, and courteous. We just wanted to let you know how much we appreciate their dedication and thank them for saving us after the destruction that [Hurricanes] Irma and Maria caused.

Thank you so much!

Mark Jennings

**Ed. Note:** Water Island is located just south of St. Thomas in the U.S. Virgin Islands.

### Patchwork Lineman



Katie Weigsheid of Wadena, Minn., made this quilt for her lineman boyfriend, who goes to school at Minnesota State Community and Technical College in Wadena. Our linemen don't get enough praise and credit for what they do. Policemen and firemen get praise — let's include linemen. The quilt hangs in the Hometown Craft and Fabric in Wadena. Thank you.

Luetta Ganz, wife of retired Local 160 member, William Ganz  
Minneapolis



**From Facebook:** Every month the IBEW Facebook page receives thousands of comments from our dynamic and engaged community of members and friends.

### Rebuilding Puerto Rico

Responding to "IBEW Volunteers Begin Slow Work of Rebuilding Puerto Rico," found on Page 2 of this issue: When nature does her worst, we send our best!

Dujuan Broadus Sr., Local 369 member  
Louisville, Ky.

### Anti-union Attacks in the Wolverine State

As I read the story, "Attacks on Michigan's Construction Workers Continue," I thought, no matter if you make burger buns or build bridges, all unions need to stand together or we are all done.

Bruce Crisp, Local 53 member  
Kansas City, Mo.

### Partners: IBEW and the Electrical Industry

Thanks for the December report on the state of the electrical industry (Cover: "Everything About the Electrical Industry is Changing"). The nice thing about this story is that the IBEW has a workforce with a wide variety of skills and abilities. Also, it gathers new members from a wide variety of sources with even more skills and knowledge. Bring it on!

Victor Limbeek, Local 115 member  
Kingston, Ontario

## WHO WE ARE

### Hand in Hand, Helping His Homeland: Florida Member Steps Up for Dominica



The West Indies island of Dominica was devastated by Hurricane Maria, prompting Fort Lauderdale, Fla., Local 728 member Phil St. Jean, pictured right, and a native of the country, to do all he could to help.

When three major hurricanes tore through the Caribbean earlier this year, they caused historic levels of devastation. Harvey dumped on Houston. Irma shook up Florida and Puerto Rico. Then came Maria. For Fort Lauderdale, Fla., Local 728 member Phil St. Jean, it was the island of Dominica that he kept his eye on.

St. Jean was born on the small West Indies island, 350 miles southeast of Puerto Rico, and moved to the U.S. when he was 13. But he never forgot his home country.

So when he heard that it had been bombarded by Maria's 160 mph winds, which felled trees and ripped up entire homes, he knew he had to help.

"It's the land of my birth, it's in my heart," said St. Jean, a journeyman wireman.

He's been making regular trips over the years. For the past three, he spent his own money to give away backpacks filled with school supplies for students in need, assisted by donations from Local 728. He knows how to get aid into the country without getting lost in the bureaucracy. And he has volunteers on the ground to help, who can often be seen sporting white polo shirts with the saying, "Hand in Hand, United We Stand," items he also purchased.

In 2015, when Tropical Storm Erika struck Dominica, St. Jean went down, also with help from his local. When he approached Business Manager Dave

Svetlick this time, it was an easy 'yes.'

"He has first-hand knowledge of the island and knows how to get supplies to the people who need them," Svetlick said. "He's always giving back to his homeland."

Svetlick and Assistant Business Manager Zac Cassidy worked with Fifth District Vice President Joe Davis and International Executive Council member and Miami Local 349 Business Manager Bill Riley to secure a pallet of water from an 18-wheeler already on its way to hurricane-affected areas in Florida and Puerto Rico. Local 728 also contributed \$1,000. With that and about \$1,800 of his own money, St. Jean passed out hundreds of care packages filled with food, drinks and necessities like soap and toilet paper.

"They were very grateful," St. Jean said. "They don't have much."

St. Jean says there is poverty throughout the country of about 74,000 people. Now, they've been pushed further down, living in roofless homes with glassless windows. One photo St. Jean took shows a beaten-up truck stuck in the broken concrete of a road riddled with downed power lines. In another photo, a pink house looks as though Maria scooped it up, only to drop it down on uneven land, tilted and unsteady.

St. Jean's own home on the island wasn't spared. Like so many, the windows and walls were blown out, with debris



scattered everywhere. And with so much damage, many are unable work, like the tenant who rents from St. Jean. He says he's stopped charging him rent until he can get back to work.

"There's so many places that need help," St. Jean said. "I only wish I could do more."

Svetlick and Cassidy said they're continuing to work with St. Jean and may do a clothing drive next.

"I can't say enough about his character. He's a proud IBEW member," Cassidy said. "He's got a place in heaven."

That's a sentiment shared by Dominicans too.

"One woman told me, 'you have the blood of Jesus,'" St. Jean said. "If I have money in my pocket, I will help you. It's how I was raised."

St. Jean and his wife set up a GoFundMe page for anyone who wishes to help: [www.gofundme.com/hand-in-hand-united-we-stand](http://www.gofundme.com/hand-in-hand-united-we-stand). ■



# New Jersey Co-Gen Workers Say Yes to IBEW, No to Efforts to Divide Them

**N**ine months after a nail-biting, one-vote organizing victory, workers at New Jersey's Linden co-generation plant beat the odds, voting 32-5 in November to approve their first contract.

For Cranbury, N.J., Local 94 Business Manager Buddy Thoman, the outcome was a far cry from what he expected after the close win last January. Such a narrow margin, he said, often signals difficult days ahead when it comes to negotiating the first contract. Many organizers and local leaders think the longer the negotiations go, the more likely workers unfamiliar with the process will jump ship.

"At that point, you're privately thinking, 'I almost wish it would have lost,'" said Thoman. "A one-vote win is not encouraging."

He's proud to admit he was wrong.

The 800-megawatt Linden, N.J., plant is operated and maintained by NAES Corporation and runs six natural gas-fired turbines, with their exhaust used to provide steam for three additional steam turbines and the adjacent Phillips 66 refinery.

Dave Bishop, a control room operator for 14 years and a member of the negotiating committee, said the new contract includes a clause requiring management to purchase coffee for employees.

"When I see a management guy getting some, I tell him, 'You better like that coffee,'" Bishop said with a laugh. "We guaranteed it."

Bishop was a Teamsters member at a previous job, even serving as a steward, so he'd long known the value of union representation. He and several co-workers contacted Thoman in 2016.

Their primary concern was workers performing nearly the same job getting vastly different levels of pay. Bishop also was upset the company had changed its sick leave policy, cutting into time he could take off to care for his ailing wife, he said.

Thoman was eager to help, but he knew that it wouldn't be easy. In 2004, he was a member of Local 94's executive committee when it won a representation vote at another New Jersey co-gen facility operated and maintained by AES. Following that vote, a dispute landed Local 94 and management before the National Labor Relations Board. No contract agreement was reached.

"It didn't end well," he said. "The company went ahead and implemented less than half what it had proposed."

Thoman and his staff were determined not to let that happen again. With the help of UCOMM Media Group, a communications company for local unions, they set up a website for plant employees that was updated regularly. Thoman said he invited two employees who would be covered by the contract to each bargaining session, no matter if they were an active part of the negotiations.

But the most important development came when they showed employees the company's salary structure, revealing



**"It was a great win. A better start to tomorrow."**

— Dave Bishop, control room operator and new Local 94 member

◀ Nearly 40 employees at the Linden, N.J., NAES co-gen plant recently approved their first contract and became members of Cranbury, N.J., Local 94. New members pictured from left are Tom Turon, Dave Bishop, Matt Creveling, Dennis Javate and Harry Hook.

vast differences in pay for similar jobs. It was worse than anticipated and it solidified the workers' support.

"When I shared that information with them, they were livid," Thoman said. "They were so angry."

Bishop agreed that was a turning point. He reminded co-workers that man-

agement often mentioned during bargaining that representation was decided by just a single vote. That was meant to undermine the negotiating committee's strength.

Instead, it fired up the co-gen workers up. Stickers and banners reminding them to vote union popped up around the plant.

"The company was really lazy,"

Bishop said. "They weren't counteroffering anything. They dug in their heels. But our attorney and the other staff were crisp and on point on everything ... Our support got stronger. When our guys saw their co-workers putting themselves out there on the website, they got stronger."

In the end, the vote wasn't close.

The two sides agreed to a contract that lessened the wage discrepancy and allowed employees to earn a raise by earning a professional license. For instance, a member who earns a boiler license will receive a 1.5 percent raise.

The 2-year contract also includes negotiated severance — believed to be a first for the facility — along with a seniority clause in case of layoffs and a grievance and arbitration process. The new Local 94 members even got a \$200 allowance to put toward safety boots.

"It was a great win," Bishop said. "A better start to tomorrow."

Bishop and co-worker Tom Turon were part of the negotiating team, as were Thoman, assistant business manager Scott Campbell and fossil and business agent Bob Weber. Bishop and Thoman both praised the work of Paul Montalbano, Local 94's attorney since 1980.

"Everyone on the staff did their research," Bishop said. "They looked at the company and when we went into the room, they were able to show them stuff that we, [the IBEW], had negotiated with the company at other places. It was pretty brilliant." ■

## Want Strong Union Activists? Hold a New Member Orientation

**T**here's an old adage that you only have one chance to make a good first impression. It's also critical to orienting — and organizing — new members into the union.

"You have to get them right away," said Adrian Saucedo, an international representative in the IBEW Membership Development department. "The first person who goes to them, that's the face of the union."

Orienting new hires as early as possible is one of eight best practices from a new report by Jobs with Justice, a workers' rights organization, and Pennsylvania State University. The guide, "Making the Case for Union Membership: The Strategic Value of New Hire Orientations," found that orientations can increase new member sign-ups and bolster commitment to the union — commitment that translates to more members fighting for their union.

"There's a different feeling when you have a sense of allegiance," said IBEW Director of Professional and Industrial Organizing Jammi Juarez. "The bond is stronger."

No one is a blank slate when it comes to unions, cautioned the report, which was drawn in part from a survey of 49 unions and interviews with labor officials involved with new member orientations. People have heard about unions and they may harbor negative opinions. Orientations provide an opportunity to change that narra-

tive. And the first thing they hear should be positive, Saucedo and Juarez said.

"It's your chance to say, 'Welcome to the IBEW, here's my number if you need anything,'" Saucedo said.

Juarez said she made the orientations she did as an organizer with Vacaville, Calif., Local 1245 interactive, another

**"It's your chance to say, 'Welcome to the IBEW, here's my number if you need anything.' You have to get them right away. The first person who goes to them, that's the face of the union."**

— Adrian Saucedo, an international representative in the IBEW Membership Development department

best practice: Make sure the training is high quality, engaging and useful. One tactic involved creating a scavenger hunt with the contract so members had to open it up and look through it.

When he was an organizer with Houston Local 716, Saucedo said he made sure to tell people about the cyclical nature of construction and that, when business was slow, they still had opportunities to work, whether by traveling or working for the union in some capacity.

Juarez and Saucedo also gave members handouts and branded items like stickers and shirts, another best practice: present information in different ways and hand out free swag to cultivate identity with the union.

Building that identity can also be done by having members take an oath.

look at who's at the front of the room, the report cautioned. In Houston, a vast majority of the construction workers are Latino. Having Latino people on staff, for orientations and for walking the jobsites, was vital, Saucedo said.

"We wanted the IBEW leadership to be what they looked like," said Saucedo.

Both Juarez and Saucedo said that conducting new orientations correlated with a significant increase in engaged membership. Juarez said she got more organizing stewards. Saucedo said his local had higher turnout at community events, and that those often translated to more members willing to engage in union activism.

"If you can get someone to go to one volunteer event, they're hooked," Saucedo said.

For locals unsure about orientations, whether because of the time commitment or money, Saucedo said the International Office is here to help.

"Just ask us," Saucedo said. "There are people on staff whose job it is to help you. We have resources." Materials can be found on the IBEW website under "Local Connections."

Besides, having an engaged membership means more people pitching in for the local.

"Don't you want that help?" Juarez asked. "Don't you want that army?" ■